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FOR ACTION

MOCK-UP OF THE REVISED FORMAT OF CERTAIN TABLES AND INCLUSION OF NEW ANNEXES IN FUTURE UNICEF BUDGET DOCUMENTS

Summary

The present document was prepared at the request of the Executive Board at its 1989 session and on the basis of recommendations made by the Advisory Committee on Administrative and Budgetary Questions regarding the need for improved transparency of future UNICEF budget estimates.

The improvements, which were requested to be submitted in the form of a mock-up for review by the Advisory Committee and the Executive Board at its 1990 session, are comprised of information on total staff at headquarters locations, including both core and project posts; a detailed list of international Professional core post reclassifications; and a summary of total financial resources.

INTRODUCTION

1. At its 1989 session, the Executive Board, on the recommendation of the Advisory Committee on Administrative and Budgetary Questions, requested the UNICEF secretariat to submit more transparent biennial budget documents in the future. Specifically, additional information was requested regarding total staff at headquarters locations, including both core and project posts. Other requests included a list of proposed reclassifications of core posts for the proposed biennium and a summary of total UNICEF financial resources. This information will be included as annexes.

2. The Executive Board decided that the information requested should be submitted in the form of a mock-up at its 1990 session. Accordingly, sample tables and annexes are included in the present document (tables 31, 35, 45 and 46, and annexes XVIII and XIX).*

3. In response to a further request by the Executive Board, the secretariat will, in the future, provide an executive summary of one to two pages preceding the overview of the budget document. This summary will be a synopsis of the overview.

4. One concern expressed by the Advisory Committee was the length of the budget document. With the inclusion of additional data, the Advisory Committee cautioned against a longer document and strongly recommended that the budget document should be streamlined. To achieve this, the secretariat will considerably shorten the description of the functions and responsibilities of the various headquarters divisions as well as provide more detailed justifications for the changes proposed.

Total staff at headquarters locations

5. Since UNICEF budget estimates represent only the staffing and cost of the organization's administrative core structure, the pertinent information provided in the main part of previous budget documents for all headquarters and field locations was limited to established budget posts. At the request of the Executive Board, details on posts at headquarters locations financed from other sources was included for the first time in annex XI of the "Revised budget estimates for the biennium 1988-1989 and budget estimates for the biennium 1990-1991" (E/ICEF/1989/AB/L.1). The information covered posts prorated to all supplementary-funded projects, posts charged directly to supplementary funding and posts charged directly to general resources.

6. Although this improvement over previous budget documents was acknowledged, the Advisory Committee and several delegations were of the opinion that the question of transparency was the overriding issue and crucial for the process of accountability.

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* The tables and annexes are numbered as they would appear in the budget document.

The secretariat was, therefore, requested to provide the total staffing from all funding sources for each of the headquarters divisions.

7. Accordingly, the present mock-up includes four tables that have been revised to provide the requested information. Tables 45 and 46 show the total staffing of the Division of Financial Management and the Programme Division respectively. Both divisions are representative of a mixture of posts financed from the various funding sources. Table 35 summarizes New York headquarters, while table 31 provides similar data for all headquarters locations, which include Copenhagen, Geneva, Sydney and Tokyo.

8. Table 32 (E/ICEF/1989/AB/L.1) provides international Professional core posts by level for each of the bienniums on a consolidated basis for headquarters. If requested, this information could easily be provided for each division and other headquarters locations.

International Professional core post reclassifications, 1990-1991 proposed

9. The secretariat was also requested to provide detailed information on posts proposed for reclassification. This information had been supplied in the past in summary form in various tables for headquarters locations and separately for each region. In addition, and for greater clarity, future budget documentation will include a detailed list of such reclassifications by post grade and number, functional title and location. Annex XVIII has been replicated based on the Advisory Committee model. With regard to the narratives supporting reclassifications, the Executive Board requested more precise justifications, particularly with regard to posts at headquarters locations. This improvement will be reflected in the next biennium budget document.

Summary of total financial resources

10. A breakdown of the organization's financial situation was also requested. To provide a clear picture, annex XIX details the UNICEF financial plan by sources of funding providing actual, planned and projected figures over a five-year period. The annex is similar to table 9 of the yearly medium-term plan document. The figures in annex XIX of the budget document will, however, differ slightly from those in the medium-term plan document because the budget document is prepared in early December prior to the closure of the current-year accounts. Therefore, the budget annex will represent the best estimates at the time of preparation, while table 9 in the medium-term plan will provide the latest figures.

Recommendation

11. The Executive Director recommends that the Executive Board approve the present mock-up as the basis to revise the associated tables and annexes for the next biennium budget proposal.

TABLE 31. COSTS BY CATEGORY OF EXPENDITURE AND POSTS BY CATEGORY AND SOURCE OF FUNDING AT HEADQUARTERS

(UNITED STATES DOLLARS)

COSTS	1988-1989 APPROVED	1988-1989 REVISED	1990-1991 PROPOSED	CHANGES APPROVED VS. REVISED AMOUNT	CHANGES APPROVED VS. REVISED PERCENTAGE	CHANGES REVISED VS. PROPOSED AMOUNT	CHANGES REVISED VS. PROPOSED PERCENTAGE
1. STAFF COSTS							
(a) INTERNATIONAL	31,280,889	34,323,336	40,384,802	3,042,447	9.7	6,061,466	17.7
(b) LOCAL	32,165,663	33,613,961	37,671,267	1,448,298	4.5	4,057,306	12.1
TOTAL STAFF COSTS	63,446,552	67,937,297	78,056,069	4,490,745	7.1	10,118,772	14.9
2. (a) GENERAL OPERATING COSTS	43,920,097	49,126,263	56,825,711	5,206,166	11.9	7,699,448	15.7
2. (c) CAPITAL EXPENDITURES	942,246	2,548,657	2,183,447	1,606,411	170.5	(365,210)	(14.3)
3. PACKING AND ASSEMBLY COSTS	8,476,000	8,565,154	10,347,662	89,154	-	1,782,508	-
TOTAL COSTS	116,784,895	128,177,371	147,412,889	11,392,476	9.8	19,235,518	15.0

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TABLE 31. COSTS BY CATEGORY OF EXPENDITURE AND POSTS BY CATEGORY AND SOURCE OF FUNDING AT HEADQUARTERS (CONTINUED)

POSTS	1988-1989 APPROVED	1988-1989 REVISED	1990-1991 PROPOSED	VARIANCE APPROVED VS. REVISED AMOUNT	VARIANCE APPROVED VS. REVISED PERCENTAGE	VARIANCE REVISED VS. PROPOSED AMOUNT	VARIANCE REVISED VS. PROPOSED PERCENTAGE
1. ESTABLISHED POSTS (CORE)							
INTERNATIONAL PROFESSIONAL	182	183	190	1	0.5	7	3.8
NATIONAL PROFESSIONAL	5	4	4	(1)	(20.0)	0	0.0
GENERAL SERVICE	316	314	323	(2)	(0.6)	9	2.9
TOTAL CORE	503	501	517	(2)	(0.4)	16	3.2
2. SUPPLEMENTARY FUNDING - RECOVERY							
INTERNATIONAL PROFESSIONAL	16	21	33	5	31.3	12	57.1
GENERAL SERVICE	25	28	39	3	12.0	11	39.3
TOTAL SF (RECOVERY)	41	49	72	8	19.5	23	46.9
3. SUPPLEMENTARY FUNDING - DIRECT							
INTERNATIONAL PROFESSIONAL	22	24	22	2	9.1	(2)	(8.3)
GENERAL SERVICE	10	12	10	2	20.0	(2)	(16.7)
TOTAL SF (DIRECT)	32	36	32	4	12.5	(4)	(11.1)
4. GENERAL RESOURCES - IFPPE							
INTERNATIONAL PROFESSIONAL	32	32	31	0	0.0	(1)	(3.1)
GENERAL SERVICE	24	27	25	3	12.5	(2)	(7.4)
TOTAL GR (IFPPE)	56	59	56	3	5.4	(3)	(5.1)
5. GENERAL RESOURCES - OTHER							
INTERNATIONAL PROFESSIONAL	11	11	4	0	0.0	(7)	(63.6)
GENERAL SERVICE	11	11	2	0	0.0	(9)	(81.8)
TOTAL GR (OTHER)	22	22	6	0	0.0	(16)	(72.7)
6. REIMBURSABLE PROC./FUNDS-IN-TRUST							
INTERNATIONAL PROFESSIONAL	7	11	10	4	57.1	(1)	(9.1)
GENERAL SERVICE	36	44	44	8	22.2	0	0.0
TOTAL REIMBURSABLE/FIT	43	55	54	12	27.9	(1)	(1.8)
INTERNATIONAL PROFESSIONAL	270	282	290	12	4.4	8	2.8
NATIONAL PROFESSIONAL	5	4	4	(1)	(20.0)	0	0.0
GENERAL SERVICE	422	436	443	14	3.3	7	1.6
TOTAL POSTS	697	722	737	25	3.6	15	2.1

TABLE 35. COSTS BY OBJECT OF EXPENDITURE AND POSTS BY CATEGORY AND SOURCE OF FUNDING AT NEW YORK HEADQUARTERS

(UNITED STATES DOLLARS)

COSTS	1988-1989 APPROVED	1988-1989 REVISED	1990-1991 PROPOSED	VARIANCE APPROVED VS. REVISED AMOUNT	VARIANCE APPROVED VS. REVISED PERCENTAGE	VARIANCE REVISED VS. PROPOSED AMOUNT	VARIANCE REVISED VS. PROPOSED PERCENTAGE
1. STAFF COSTS							
(a) INTERNATIONAL							
01 ESTABLISHED POSTS	15,008,000	15,490,811	18,324,299	482,811	3.2	2,833,488	18.3
ALL OTHER STAFF COSTS	8,278,472	9,189,677	10,380,819	911,205	11.0	1,191,142	13.0
SUBTOTAL	23,286,472	24,680,488	28,705,118	1,394,016	6.0	4,024,630	16.3
(b) LOCAL							
01 ESTABLISHED POSTS	13,098,666	12,959,636	15,666,611	(139,030)	(1.1)	2,706,975	20.9
02 SHORT-TERM PROFESSIONAL	2,669,997	2,293,827	2,248,025	(376,170)	(14.1)	(45,802)	(2.0)
03 SHORT-TERM GENERAL SERVICE	1,929,246	2,528,511	2,403,880	599,265	31.1	(124,631)	(4.9)
04 OVERTIME	606,489	798,873	795,868	192,384	31.7	(3,005)	(0.4)
ALL OTHER STAFF COSTS	5,002,942	5,275,337	5,866,607	272,395	5.4	591,270	11.2
SUBTOTAL	23,307,340	23,856,184	26,980,991	548,844	2.4	3,124,807	13.1
TOTAL STAFF COSTS	46,593,812	48,536,672	55,686,109	1,942,860	4.2	7,149,437	14.7
2. (a) GENERAL OPERATING COSTS							
DIRECT OPERATING COSTS							
35 TRAVEL ON OFFICIAL BUSINESS	2,775,704	3,710,837	3,953,919	935,133	33.7	243,082	6.6
40 AUDIO-VISUAL INFORMATION	2,199,060	2,241,803	2,872,400	42,743	-	630,597	-
41 PUBLICATIONS INFORMATION	3,106,490	2,778,418	2,987,728	(328,072)	-	209,310	-
44 SUPPORT COSTS OTHER INFO.	1,001,000	1,653,240	1,648,240	652,240	-	(5,000)	-
85 FURNITURE, FIXTURES & EQUIP.	466,000	559,057	733,880	93,057	-	174,823	-
SUBTOTAL	9,548,254	10,943,355	12,196,167	1,395,101	14.6	1,252,812	11.4
INDIRECT OPERATING COSTS	25,673,190	27,906,743	31,628,503	2,233,553	-	3,721,760	13.3
TOTAL GENERAL OPERATING COSTS	35,221,444	38,850,098	43,824,670	3,628,654	10.3	4,974,572	12.8
2. (c) CAPITAL EXPENDITURES							
92 COMPUTER EQUIPMENT	606,764	1,889,319	1,516,047	1,282,555	211.4	(373,272)	(19.8)
3. PACKING AND ASSEMBLY COSTS	0	0	0	0	-	0	-
TOTAL COSTS	82,422,020	89,276,089	101,026,826	6,854,069	8.3	11,750,737	13.2

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TABLE 35. COSTS BY OBJECT OF EXPENDITURE AND POSTS BY CATEGORY AND SOURCE OF FUNDING AT NEW YORK HEADQUARTERS (CONTINUED)

POSTS	1988-1989 APPROVED	1988-1989 REVISED	1990-1991 PROPOSED	VARIANCE APPROVED VS. REVISED AMOUNT	VARIANCE APPROVED VS. REVISED PERCENTAGE	VARIANCE REVISED VS. PROPOSED AMOUNT	VARIANCE REVISED VS. PROPOSED PERCENTAGE
1. ESTABLISHED POSTS (CORE)							
INTERNATIONAL PROFESSIONAL	139	141	148	2	1.4	7	5.0
GENERAL SERVICE	228	232	242	4	1.8	10	4.3
TOTAL CORE	367	373	390	6	1.6	17	4.6
2. SUPPLEMENTARY FUNDING - RECOVERY							
INTERNATIONAL PROFESSIONAL	8	14	24	6	75.0	10	71.4
GENERAL SERVICE	12	15	25	3	25.0	10	66.7
TOTAL SF (RECOVERY)	20	29	49	9	45.0	20	69.0
3. SUPPLEMENTARY FUNDING - DIRECT							
INTERNATIONAL PROFESSIONAL	11	13	11	2	18.2	(2)	(15.4)
GENERAL SERVICE	9	11	9	2	22.2	(2)	(18.2)
TOTAL SF (DIRECT)	20	24	20	4	20.0	(4)	(16.7)
4. GENERAL RESOURCES - IFPPE							
INTERNATIONAL PROFESSIONAL	32	32	31	0	0.0	(1)	(3.1)
GENERAL SERVICE	24	27	25	3	12.5	(2)	(7.4)
TOTAL GR (IFPPE)	56	59	56	3	5.4	(3)	(5.1)
5. GENERAL RESOURCES - OTHER							
INTERNATIONAL PROFESSIONAL	11	11	4	0	0.0	(7)	(63.6)
GENERAL SERVICE	11	11	2	0	0.0	(9)	(81.8)
TOTAL GR (OTHER)	22	22	6	0	0.0	(16)	(72.7)
6. REIMBURSABLE PROC./FUNDS-IN-TRUST							
INTERNATIONAL PROFESSIONAL	1	1	0	0	0.0	(1)	(100.0)
GENERAL SERVICE	5	5	3	0	0.0	(2)	(40.0)
TOTAL REIMBURSABLE/FIT	6	6	3	0	0.0	(3)	(50.0)
INTERNATIONAL PROFESSIONAL	202	212	218	10	5.0	6	2.8
GENERAL SERVICE	289	301	306	12	4.2	5	1.7
TOTAL POSTS	491	513	524	22	4.5	11	2.1

TABLE 45. COSTS BY OBJECT OF EXPENDITURE AND POSTS BY CATEGORY AND SOURCE OF FUNDING OF THE DIVISION OF FINANCIAL MANAGEMENT

(UNITED STATES DOLLARS)

COSTS	1988-1989 APPROVED	1988-1989 REVISED	1990-1991 PROPOSED	VARIANCE APPROVED VS. REVISED AMOUNT	VARIANCE APPROVED VS. REVISED PERCENTAGE	VARIANCE REVISED VS. PROPOSED AMOUNT	VARIANCE REVISED VS. PROPOSED PERCENTAGE
1. STAFF COSTS							
(a) INTERNATIONAL							
01 ESTABLISHED POSTS	1,954,751	2,049,759	2,467,958	95,008	4.9	418,199	20.4
ALL OTHER STAFF COSTS	1,185,440	1,321,361	1,490,880	135,921	11.5	169,519	12.8
SUBTOTAL	3,140,191	3,371,120	3,958,838	230,929	7.4	587,718	17.4
(b) LOCAL							
01 ESTABLISHED POSTS	2,679,631	2,606,566	3,064,939	(73,065)	(2.7)	458,373	17.6
02 SHORT-TERM PROFESSIONAL	940,014	337,099	292,012	(602,915)	(64.1)	(45,087)	(13.4)
03 SHORT-TERM GENERAL SERVICE	304,484	453,886	188,096	149,402	49.1	(265,790)	(58.6)
04 OVERTIME	192,706	248,825	187,590	56,119	29.1	(61,235)	(24.6)
ALL OTHER STAFF COSTS	894,255	1,044,927	1,147,112	150,672	16.8	102,185	9.8
SUBTOTAL	5,011,090	4,691,303	4,879,749	(319,787)	(6.4)	188,446	4.0
TOTAL STAFF COSTS	8,151,281	8,062,423	8,838,587	(88,858)	(1.1)	776,164	9.6
2. (a) GENERAL OPERATING COSTS							
DIRECT OPERATING COSTS							
35 TRAVEL ON OFFICIAL BUSINESS	189,000	298,628	273,988	109,628	58.0	(24,640)	(8.3)
40 AUDIO-VISUAL INFORMATION	0	0	0	0	-	0	-
41 PUBLICATIONS INFORMATION	0	0	0	0	-	0	-
44 SUPPORT COSTS OTHER INFO.	0	0	0	0	-	0	-
85 FURNITURE, FIXTURES & EQUIP.	0	0	0	0	-	0	-
SUBTOTAL	189,000	298,628	273,988	109,628	58.0	(24,640)	(8.3)
INDIRECT OPERATING COSTS	1,400,158	1,997,947	2,352,424	597,789	-	354,477	17.7
TOTAL GENERAL OPERATING COSTS	1,589,158	2,296,575	2,626,412	707,417	44.5	329,837	14.4
2. (c) CAPITAL EXPENDITURES							
92 COMPUTER EQUIPMENT	68,863	193,934	213,950	125,071	181.6	20,016	10.3
3. PACKING AND ASSEMBLY COSTS	0	0	0	0	-	0	-
TOTAL COSTS	9,809,302	10,552,932	11,678,949	743,630	7.6	1,126,017	10.7

TABLE 45. COSTS BY OBJECT OF EXPENDITURE AND POSTS BY CATEGORY AND SOURCE OF FUNDING OF THE DIVISION OF FINANCIAL MANAGEMENT (CONTINUED)

POSTS	1988-1989 APPROVED	1988-1989 REVISED	1990-1991 PROPOSED	VARIANCE APPROVED VS. REVISED AMOUNT	VARIANCE APPROVED VS. REVISED PERCENTAGE	VARIANCE REVISED VS. PROPOSED AMOUNT	VARIANCE REVISED VS. PROPOSED PERCENTAGE
1. ESTABLISHED POSTS (CORE)							
INTERNATIONAL PROFESSIONAL	21	21	22	0	0.0	1	4.8
GENERAL SERVICE	44	44	45	0	0.0	1	2.3
TOTAL CORE	65	65	67	0	0.0	2	3.1
2. SUPPLEMENTARY FUNDING - RECOVERY							
INTERNATIONAL PROFESSIONAL	2	6	9	4	200.0	3	50.0
GENERAL SERVICE	3	6	9	3	100.0	3	50.0
TOTAL SF (RECOVERY)	5	12	18	7	140.0	6	50.0
3. SUPPLEMENTARY FUNDING - DIRECT							
INTERNATIONAL PROFESSIONAL	0	0	0	0	NA	0	NA
GENERAL SERVICE	0	0	0	0	NA	0	NA
TOTAL SF (DIRECT)	0	0	0	0	NA	0	NA
4. GENERAL RESOURCES - IFPPE							
INTERNATIONAL PROFESSIONAL	0	0	0	0	NA	0	NA
GENERAL SERVICE	0	0	0	0	NA	0	NA
TOTAL GR (IFPPE)	0	0	0	0	NA	0	NA
5. GENERAL RESOURCES - OTHER							
INTERNATIONAL PROFESSIONAL	0	0	0	0	NA	0	NA
GENERAL SERVICE	0	0	0	0	NA	0	NA
TOTAL GR (OTHER)	0	0	0	0	NA	0	NA
6. REIMBURSABLE PROC./FUNDS-IN-TRUST							
INTERNATIONAL PROFESSIONAL	1	1	0	0	0.0	(1)	(100.0)
GENERAL SERVICE	4	4	2	0	0.0	(2)	(50.0)
TOTAL REIMBURSABLE/FIT	5	5	2	0	0.0	(3)	(60.0)
INTERNATIONAL PROFESSIONAL	24	28	31	4	16.7	3	10.7
GENERAL SERVICE	51	54	56	3	5.9	2	3.7
TOTAL POSTS	75	82	87	7	9.3	5	6.1

TABLE 46. COSTS BY OBJECT OF EXPENDITURE AND POSTS BY CATEGORY
AND SOURCE OF FUNDING OF THE PROGRAMME DIVISION

(UNITED STATES DOLLARS)

COSTS	1988-1989 APPROVED	1988-1989 REVISED	1990-1991 PROPOSED	VARIANCE APPROVED VS. REVISED AMOUNT	VARIANCE APPROVED VS. REVISED PERCENTAGE	VARIANCE REVISED VS. PROPOSE AMOUNT	VARIANCE REVISED VS. PROPOSE PERCENTAG
1. STAFF COSTS							
(a) INTERNATIONAL							
01 ESTABLISHED POSTS	4,074,425	3,728,112	4,456,048	(346,313)	(8.5)	727,936	19.5
ALL OTHER STAFF COSTS	2,149,335	2,140,913	2,433,881	(8,422)	(0.4)	292,968	13.7
SUBTOTAL	6,223,760	5,869,025	6,889,929	(354,735)	(5.7)	1,020,904	17.4
(b) LOCAL							
01 ESTABLISHED POSTS	2,661,093	2,441,485	2,962,575	(219,608)	(8.3)	521,090	21.3
02 SHORT-TERM PROFESSIONAL	665,401	634,401	654,998	(31,000)	(4.7)	20,597	3.2
03 SHORT-TERM GENERAL SERVICE	122,579	140,152	150,002	17,573	14.3	9,850	7.0
04 OVERTIME	51,195	70,000	82,003	18,805	36.7	12,003	17.1
ALL OTHER STAFF COSTS	957,688	1,008,412	1,122,856	50,724	5.3	114,444	11.3
SUBTOTAL	4,457,956	4,294,450	4,972,434	(163,506)	(3.7)	677,984	15.8
TOTAL STAFF COSTS	10,681,716	10,163,475	11,862,363	(518,241)	(4.9)	1,698,888	16.7
2. (a) GENERAL OPERATING COSTS							
DIRECT OPERATING COSTS							
35 TRAVEL ON OFFICIAL BUSINESS	931,220	973,900	1,045,000	42,680	4.6	71,100	7.3
40 AUDIO-VISUAL INFORMATION	97,500	124,800	121,600	27,300	-	(3,200)	-
41 PUBLICATIONS INFORMATION	404,040	179,144	247,000	(224,896)	-	67,856	-
44 SUPPORT COSTS OTHER INFO.	296,000	100,000	100,000	(196,000)	-	0	-
85 FURNITURE, FIXTURES & EQUIP.	0	0	0	0	-	0	-
SUBTOTAL	1,728,760	1,377,844	1,513,600	(350,916)	(20.3)	135,756	9.9
INDIRECT OPERATING COSTS	121,778	526,337	607,274	404,559	-	80,937	15.4
TOTAL GENERAL OPERATING COSTS	1,850,538	1,904,181	2,120,874	53,643	2.9	216,693	11.4
2. (c) CAPITAL EXPENDITURES							
92 COMPUTER EQUIPMENT	59,556	137,762	124,527	78,206	131.3	(13,235)	(9.6)
3. PACKING AND ASSEMBLY COSTS	0	0	0	0	-	0	-
TOTAL COSTS	12,591,810	12,205,418	14,107,764	(386,392)	(3.1)	1,902,346	15.6

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TABLE 46. COSTS BY OBJECT OF EXPENDITURE AND POSTS BY CATEGORY AND SOURCE OF FUNDING OF THE PROGRAMME DIVISION (CONTINUED)

POSTS	1988-1989 APPROVED	1988-1989 REVISED	1990-1991 PROPOSED	VARIANCE APPROVED VS. REVISED AMOUNT	VARIANCE APPROVED VS. REVISED PERCENTAGE	VARIANCE REVISED VS. PROPOSED AMOUNT	VARIANCE REVISED VS. PROPOSED PERCENTAGE
1. ESTABLISHED POSTS (CORE)							
INTERNATIONAL PROFESSIONAL	35	32	34	(3)	(8.6)	2	6.3
GENERAL SERVICE	47	44	46	(3)	(6.4)	2	4.5
TOTAL CORE	82	76	80	(6)	(7.3)	4	5.3
2. SUPPLEMENTARY FUNDING - RECOVERY							
INTERNATIONAL PROFESSIONAL	0	0	1	0	NA	1	NA
GENERAL SERVICE	1	1	2	0	0.0	1	100.0
TOTAL SF (RECOVERY)	1	1	3	0	0.0	2	200.0
3. SUPPLEMENTARY FUNDING - DIRECT							
INTERNATIONAL PROFESSIONAL	8	10	10	2	25.0	0	0.0
GENERAL SERVICE	6	8	8	2	33.3	0	0.0
TOTAL SF (DIRECT)	14	18	18	4	28.6	0	0.0
4. GENERAL RESOURCES - IFPPE							
INTERNATIONAL PROFESSIONAL	18	18	16	0	0.0	(2)	(11.1)
GENERAL SERVICE	14	15	13	1	7.1	(2)	(13.3)
TOTAL GR (IFPPE)	32	33	29	1	3.1	(4)	(12.1)
5. GENERAL RESOURCES - OTHER							
INTERNATIONAL PROFESSIONAL	10	10	4	0	0.0	(6)	(60.0)
GENERAL SERVICE	10	10	2	0	0.0	(8)	(80.0)
TOTAL GR (OTHER)	20	20	6	0	0.0	(14)	(70.0)
6. REIMBURSABLE PROC./FUNDS-IN-TRUST							
INTERNATIONAL PROFESSIONAL	0	0	0	0	NA	0	NA
GENERAL SERVICE	0	0	0	0	NA	0	NA
TOTAL REIMBURSABLE/FIT	0	0	0	0	NA	0	NA
INTERNATIONAL PROFESSIONAL	71	70	65	(1)	(1.4)	(5)	(7.1)
GENERAL SERVICE	78	78	71	0	0.0	(7)	(9.0)
TOTAL POSTS	149	148	136	(1)	(0.7)	(12)	(8.1)

ANNEX XVIII

SUMMARY OF INTERNATIONAL PROFESSIONAL POST RECLASSIFICATIONS
BY GRADE AND OFFICE

1990-1991 PROPOSED

1988 level	1990 level	PAT number	Post title	Duty station
			FIELD	
D-1	D-2	01010	Director, India Programme	New Delhi
P-5	D-1	12501	UNICEF Representative	Maputo
P-5	D-1	10201	UNICEF Representative	Kinshasa
P-4	P-5	35011	Chief, External Relations	Amman
P-4	P-5	35041	Chief, Operations	Amman
D-1	P-5	90157	Principal Officer, Operations	Bangkok
P-4	P-5	20102	Operations Officer	Bogota
P-4	P-5	87125	Operations Officer	Nairobi (regional)
P-3	P-4	83345	Supply Procurement Officer	Beijing
P-3	P-4	84291	Personnel, Administrative and Finance Officer	Beijing
P-3	P-4	01622	Programme Officer, Operations	Kathmandu
P-3	P-4	30108	Personnel Officer	New Delhi
P-3	P-4	87312	Administrative and Finance Officer	Rangoon
P-3	P-4	26207	Operations Officer	Jakarta
P-3	P-4	25562	Administrative and Finance Officer	Dhaka
P-3	P-4	20520	Programme Officer	Lima
P-3	P-4	84395	Administrative and Finance Officer	Dar es Salaam
P-3	P-4	01560	Administrative, Finance and Personnel Officer	Addis Ababa
P-3	P-4	12513	Programme Officer	Maputo
P-3	P-4	12503	Administrative, Finance and Personnel Officer	Maputo
P-3	P-4	87185	Administrative and Finance Officer	Nairobi (country)
P-3	P-4	12411	Assistant Representative	Mbabane
P-3	P-4	83206	Assistant Representative	Bissau
P-3	P-4	85230	Programme Officer	Nouakchott
P-3	P-4	83207	Assistant Representative	Praia
P-3	P-4	01567	Administrative and Finance Officer	Lagos
P-2	P-3	03001	Administrative, Finance and Supply Officer	Vientiane
P-2	P-3	86161	Administrative, Finance and Supply Officer	Lilongwe
P-2	P-3	01290	Administrative and Finance Officer	Harare
			HEADQUARTERS	
D-1	D-2	02393	Deputy Director	NYHQ - Programme
P-5	D-1	86368	Senior Adviser, Health	NYHQ - Programme
P-5	D-1	01364	Senior Adviser, Primary Health Care	NYHQ - Programme
P-5	D-1	00406	Chief of Finance	NYHQ - DFM
P-5	D-1	00833	Chief, Training	NYHQ - DOP
P-5	D-1	00302	Deputy Director, Public Affairs	NYHQ - DIPA
P-5	D-1	00108	Deputy Director	NYHQ - Audit
P-4	P-5	62121	Chief, Personnel, Administration and Budget	Copenhagen
P-4	P-5	87004	Senior Programme Officer	NYHQ - Programme
P-4	P-5	01365	Senior Budget Officer, HQ	NYHQ - DFM
P-4	P-5	00408	Senior Finance Officer	NYHQ - DFM
P-4	P-5	00805	Deputy Director and Chief, Field Services	NYHQ - OAM
P-4	P-5	00514	Chief, Media Relations	NYHQ - DIPA
P-4	P-5	87015	Senior External Relations Officer	NYHQ - DIPA
P-3	P-4	62018	Procurement Officer, Medical	Copenhagen
P-3	P-4	50051	Non-Governmental Organization Officer	Geneva
P-3	P-4	84174	Programme Officer	NYHQ - Programme
P-3	P-4	85452	Programme Officer	NYHQ - Programme
P-3	P-4	87001	Assistant to the Director	NYHQ - Programme
P-3	P-4	00904	Budget Officer, Africa	NYHQ - DFM
P-3	P-4	00444	Senior Accountant	NYHQ - DFM
P-3	P-4	00892	Remunerations Officer	NYHQ - DOP
P-3	P-4	01505	Chief, Photo, Design and Distribution Unit	NYHQ - DIPA
P-3	P-4	84173	Chief, Operations Section	NYHQ - PFO
P-3	P-4	00309	Senior Editor	NYHQ - OSEB
P-2	P-3	87038	Information Officer	Geneva
P-2	P-3	00409	Cashier	NYHQ - DFM
P-2	P-3	00445	Data Control Officer	NYHQ - DFM
P-2	P-3	87207	Information Officer	NYHQ - IRM
P-2	P-3	00854	Personnel Officer	NYHQ - DOP
P-2	P-3	85325	Executive Secretary	NYHQ - EXDIR

ANNEX XIX

UNICEF FINANCIAL PLAN: BREAKDOWN BY SOURCES OF FUNDING a/

(In millions of United States dollars)

	Actual 1987	1988	Planned 1989	1990	Projected 1991	1992
General resources						
1. Income	345	437	428	430	443	464
2. Recommendations						
(a) Programme	130	223	238	248	263	276
(b) Budget	244	0	302	0	312	0
Total recommendations	374	223	540	248	575	276
3. Expenditures						
(a) Programmes	184	208	280	297	318	337
(b) Budget expenditure	114	118	140	149	153	156
Budget recovery (UNIPAC)	0	-4	-4	-5	-5	-6
Budget less recovery	114	114	136	144	148	150
(c) Write-offs and miscellaneous	0	0	0	0	0	0
Subtotal	115	114	136	144	148	150
Total expenditures	299	322	416	441	466	487
4. Movements non-cash Assets/liabilities	12	-14	-62	-5	-5	-4
5. Actual balance at the end of the year	70	171	121	105	77	50
6. Required cash balance at the end of the year	35	44	43	43	44	46
Supplementary funds						
7. Income	227	274	210	231	254	279
8. Expenditures						
(a) Programmes	181	192	218	236	279	285
(b) Write-offs and miscellaneous	8	2	0	0	0	0
Total expenditures	189	194	218	236	279	285
9. Movements non-cash assets/liabilities	-32	-41	-15	-10	-10	-10
10. Actual balance at the end of the year	104	143	120	105	70	54

a/ This annex is similar to table 9 of the medium-term plan. The figures will be slightly different from table 9 because the budget document is prepared in early December and thus prior to closing of the current-year accounts.

UNITED
NATIONS

E

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30 March 1990

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UNITED NATIONS CHILDREN'S FUND
Committee on Administration and Finance
1990 session

FOR INFORMATION

COMPOSITION OF ALL INTERNATIONAL PROFESSIONAL CORE STAFF AND INTERNATIONAL PROJECT STAFF OF THE UNITED NATIONS CHILDREN'S FUND AS OF 1 JANUARY 1990

The Executive Director has the honour to submit herewith, for the information of the Executive Board, a list of all international Professional core staff, as well as all international project staff who are holding a fixed-term appointment of one year or more, of the United Nations Children s Fund, at headquarters locations and in field offices, showing, by office and duty station, their names, functional titles, nationality and grade level.

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GENERAL REMARKS

This report reflects the composition of international Professional core staff as well as international project staff who are holding a fixed-term appointment of one year or more. Locally recruited staff and Government-sponsored Junior Professional Officers are not shown in this report. Staff in the field are shown by country of assignment within the respective region.

Core staff members who are occupying non-core-funded posts are shown with an asterisk (*) preceding their names. Staff awaiting reassignment, staff on secondment/loan from other organizations to UNICEF, staff on secondment/loan from UNICEF to other organizations and staff on special leave are shown separately.

The information contained herein is as of 1 January 1990.

I. NEW YORK HEADQUARTERS

A. OFFICE OF THE EXECUTIVE DIRECTOR

Executive Director	Grant, James P.	United States	USG
Deputy Executive Director, Programmes	Jolly, Richard	United Kingdom	ASG
Deputy Executive Director, Operations	Lokhaug, Karin	Norway	ASG
Deputy Executive Director, External Relations	Vianello-Chiodo, Marco	Italy	ASG
Special Assistant, Operations	*Piracha, Mohammad A.	Pakistan	D-1
Special Assistant	Altesman, Paul S.	United States	P-5
Executive Secretary	Hammam, Habib N.	Lebanon	P-5
Counsellor	Shower, Michael S.	United States	P-5
Executive Assistant	Cahill, Mary M.	Ireland	P-3
Assistant Executive Secretary	Walsh, Martha	United States	P-3

OFFICE OF THE SECRETARY OF THE EXECUTIVE BOARD

Secretary, Executive Board	Williams, John I.	Australia	D-2
Assistant Secretary, Executive Board	Kittani, Hala	Iraq	P-5
Historian/Editor	*Newman-Black, Marjorie D.	Jamaica	P-4
Editor	Gibson, Roslyn	United States	P-3

OFFICE OF INTERNAL AUDIT

Director	Buenger, Erich	Germany, Federal Republic of	D-2
Deputy Director	Ahmad, Zamir	Pakistan	D-1
Senior Internal Auditor	Nordsjo, Claes T.	Sweden	P-5
Internal Auditor	Franco, Wenefrida	Philippines	P-4

B. OPERATIONS GROUP

DIVISION OF FINANCIAL MANAGEMENT

Office of the Comptroller

Comptroller	Yamamoto, Kano	Japan	D-2
Financial Planning Officer	Booth, Craig W.	Canada	P-4

Finance Section

Senior Finance Officer	McCusker, Mary	United States	P-5
Senior Finance Officer	Muthuswami, Venkatarama I.	India	P-4
Finance Officer	Pashayan, Robert G.	United States	L-3

Finance Section - Treasury Unit

Cashier	Wong, Beverley L.	Jamaica	P-3
Assistant Finance Officer	Neelankavil, Salvacion P.	Philippines	P-2

Finance Section - Payroll Unit

Finance Officer	Chiu, Simon Yu-To	United States	P-3

Finance Section - Contributions Unit

Finance Officer	Watt, Susan J.	New Zealand	P-4
Assistant Finance Officer	Hayashi, Sumiko	Japan	L-2

Accounts Section

Deputy Director	Barr, Richard	Canada	D-1
Chief, Field Accounts	Jiron, Roberto S.	Chile	L-5
Senior Accountant	Thiem-Hsu, Alice K. N.	United States	P-4
Senior Accountant	Violante, Joseph	United States	P-4
Accountant	Creencia, Evelyn	Philippines	P-3
Accountant	Farquharson, Evelyn R.	Panama	P-3
Accountant	Lin-Chen, Pona	China	P-3
Accountant	Hardjowirogo, Panuksmo	Indonesia	L-3
Accountant	Feris, Jaime	Chile	L-2
Accountant	Marks, Liliane	France	L-2
Electronic Data Processing Officer	Callender, Velma	Guyana	P-1

/...

Budget Section

Deputy Director	D'Agati, Vincent S.	United States	D-1
Senior Budget Officer	Cassell, Merrill E.	Sri Lanka	P-5
Budget Officer	Roth, Sylvia I.	Switzerland	P-4
Budget Officer	Salita, Primo U.	Philippines	P-4
Budget Officer	Volkov, Alexander S.	Soviet Union	P-3

DIVISION OF PERSONNEL

Office of the Director

Director	Kronfol, Fuad M.	Lebanon	D-2
Deputy Director	Strieck, Johanna R.	Germany, Federal Republic of	D-1

Remuneration Unit

Chief	Nagai, Kuniaki	Japan	P-4

Personnel Policies and Services Section

Chief	Tran Phu	Viet Nam	P-5
Acting Chief	Acar, Joseph	Lebanon	P-5
Personnel Officer	Griffith, Neville	Guyana	P-4
Personnel Officer, Policies and Procedures	Tucker, Robert	Jamaica	P-3
Personnel Officer, Administrative Reviews	Raphael, Nancy K.	United States	P-3

Field Personnel Unit

Personnel Officer	Tarui, Mieko	Japan	P-3
Personnel Officer	De Silva, Venetia R.	Sri Lanka	L-3

Recruitment and Staff Development Section

Chief	Kianian, Shahnaz	Iran (Islamic Republic of)	P-5
Senior Recruitment Officer	*Meza, Juan L.	Peru	P-5
Recruitment Officer	*Calivis, Maria R.	Italy	P-4
Recruitment Officer	Fisch, Katia	France	P-4
Recruitment Officer	Morganti, Tullio	Italy	P-3
Recruitment Officer	Nishino, Keiko	Japan	P-3

Headquarters General Service Recruitment and Placement Unit

Assistant Recruitment Officer	Proko, Monika M.	Germany, Federal Republic of	P-2

.../

Appointment and Placement Committee Secretariat Unit

Assistant Personnel Officer	Polack, Andrea	Jamaica	P-1

Training Section

Chief	Woodhouse, Stephen	United Kingdom	D-1
Training Officer	Bin-Humam, Hussein	Democratic Yemen	P-4
Training Officer	Silverman, Alan F.	United States	L-4
Training Officer	Haji-Ahmed, Sandra M.	Trinidad and Tobago	P-3

SUPPLY DIVISION

Deputy Director	Wasselin, Jean O.	France	D-1

Procurement - Education

Group Leader	Swahn, Rune B. E.	Sweden	P-4

Procurement - Medical

Procurement Officer, Medical	*Cain, Nancy K.	New Zealand	P-4
Procurement Officer, Medical	Gilmartin, John J. Jr.	United States	P-4

Procurement - Computers

Procurement Officer, Computers	Van Gool, Bernardus	Netherlands	P-4

Shipping Section

Chief	Sejrbo, Jan Aage	Denmark	P-4

OFFICE OF INFORMATION RESOURCE MANAGEMENT

Director	Bloomberg, Anthony P.	United Kingdom	D-1

Planning and Administration Section

Planning Officer, Data Base Administration	Grunth, Per	Denmark	P-5
Planning Officer	Vargo, Mark F.	United States	L-4

../

Technical Support and Application Development Section

Deputy Director	Reda, Donald J.	United States	P-5
Systems Analyst	Sawhney, Daljit	India	L-4

Technical Support Unit

Systems Analyst	Tan, Ramon	China	P-4
Programmer Analyst	Kochugovindan, Chelette	India	P-3
Programmer Analyst	Wong-Law, E'Man	United States	P-3

Applications Development Unit

Systems Analyst	Dammer, Maria L.	France	P-4
Systems Analyst	Laurinantti, Harri	Finland	P-4
Systems Analyst	Lores, Ramon D.	Philippines	P-4
Systems Analyst	Masson, Helen A.	United States	P-4
Programmer Analyst	Santayana, Edwin C.	Philippines	P-3

Information Services Section

Chief	Narishkin, Peter N.	United Kingdom	P-4

Information Services Centre

Information Officer	Santamaria, Mary E.	United States	P-3

Records Management Unit

Records Management Officer	Keefe, Adhiratha	United States	P-3

OFFICE OF ADMINISTRATIVE MANAGEMENT

Office of the Director

Director	Boakes, Timothy E.	United Kingdom	D-1

Field Services Section

Deputy Director	Beida, Samir S.	Jordan	P-5

Headquarters Services Section

Chief	Maxwell, Barbara	Jamaica	P-4

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C. PROGRAMME GROUP

PROGRAMME DIVISION

Office of the Director

Director	Nyi Nyi	Myanmar	D-2
Associate Director	Narula, Hans R.	India	D-2
Senior Adviser, Micronutrients	Greaves, J. Peter	United Kingdom	D-1
Senior Adviser, Statistics	Jones, Gareth	Canada	L-6
UNICEF Representative Designate (Namibia)	Azfar, Shahida I.	Pakistan	P-5
Senior Programme Officer, Programme Strategy	Sherry, James M.	United States	L-5
Assistant to the Director	Rome, Ma. Cristina P.	Philippines	P-4
Project Officer, Household Food Security	Toole, Daniel	United States	L-4

Geographic Section - Africa

Special Assistant to the Director	*Collins, Bertram A.	Guyana	D-2
Chief	Mauras, Marta P.	Chile	D-1
Senior Programme Officer	Grunitzky, Gilbert Y.	Togo	P-5
Programme Officer	Cole, Jane	Ghana	P-4
Programme Officer	Delahaye, Peter	United Kingdom	P-4
Senior Programme Officer	Mogwanja, Martin	Kenya	P-4
Programme Officer	*Sarr, Robert	Senegal	P-4
Programme Officer	Von Vietinghoff-Riesch, F.	Sweden	P-4
Programme Officer	Khlystov, Andrei N.	Soviet Union	L-4
Project Officer	Ma, Yu Qin	China	L-4
Project Officer	Mistral, Christine N.	France	L-2

Geographic Section - Americas

Chief	Morelli, Allegra	Italy	D-1
Programme Officer	Lugo, Orlando	Colombia	P-4
Programme Officer	Turner, Frances J.	United Kingdom	P-4

/...

Geographic Section - Asia

Chief	Hidalgo, Antonio A.	Philippines	D-1
Co-ordinator, Afghanistan Rehabilitation Programme	*Birerdinc, Ekrem	Turkey	P-5
Programme Officer	Thapa, Minto J.	Nepal	P-5
Senior Project Officer	Zhu, Wen	China	L-5
Programme Officer	Maralit, Alejandro A.	Philippines	P-4
Programme Officer	Mendoza, Alegria R.	Philippines	P-4
Programme Officer	Gibbons, Elizabeth D.	United States	L-4
Programme Officer	McDermott, Peter	United Kingdom	L-4
Assistant Project Officer	*Yung, Wan-Fai Frances	United Kingdom	P-2

Geographic Section - Middle East and North Africa

Chief	Padmini, R.	India	D-1
Programme Officer	Ayoub von Kohl, Maie I.	Lebanon	P-4
Project Officer	*Hapte-Mariam, Mahezent	Ethiopia	P-4
Programme Officer	Niimi, Reiko E.	Japan	P-4
Programme Officer	Tayyarah, Muhammad A. M.	Syrian Arab Republic	P-4

Emergency Section

Chief	Kristoffersson, Ulf T.	Sweden	P-5
Project Officer	Saber, Nelly	Lebanon	L-3
Assistant Project Officer	Tinio, Norma T.	Philippines	L-2

Programme Statistics Section

Chief	Vuong, Shiao-Yen Lily	China	P-5
Project Officer, Monitoring	Abai, Ayalew	Ethiopia	L-4

Programme Publications, Library and Research Section

Chief	Mandl, Pierre-Emeric	Switzerland	P-5
Librarian	Ruehl-Rajicic, Gerda E.	Germany, Federal Republic of	P-3

Programme Communications

Chief	Rivera, Luis F.	United States	D-1

Project Officer, Planning and Evaluation	Cohen, Sylvie I.	France	L-4

Child Survival and Development Revolution Cluster - Universal Child Immunization Section

Senior Adviser	Hill, Terrel M.	United States	D-1
Senior Project Officer	Davis, Robert J. W.	United States	L-4
Project Officer	Van Haecke, Philip	Belgium	L-4
Project Officer	Bavicchi, Mariangela	Italy	L-3

Child Survival and Development Revolution Cluster - Health and Nutrition

Senior Adviser, Primary Health Care	Atapattu, Ranjit K. P.	Sri Lanka	D-1
Senior Adviser, Nutrition	Jonsson, Urban B.	Sweden	D-1
Special Adviser	Ramalingaswami, Vulmiri	India	L-7
Senior Adviser, Control of Diarrhoeal Diseases	*Cravero, Kathleen A.	United States	P-5
Senior Project Officer, Food and Nutrition	Carlson, Beverley A. R.	United States	L-5
Senior Project Officer, Acquired Immunodeficiency Syndrome	Preble, Elizabeth A.	United States	L-5
Senior Adviser, Essential Drugs	*Aslam, Sukker	Pakistan	P-4
Project Officer, Child Feeding	Kyenkya-Isabirye, Margaret	Uganda	L-4
Project Officer, Essential Drugs	Carlevaro, Patrizia	Italy	L-3

Child Survival and Development Revolution Cluster - Joint Nutrition Support Programme

Project Officer	Moneti, Francesca A.	Italy	L-3

Basic Services - Education and Women

Senior Adviser, Women's Programmes	Aidoo, Agnes A.	Ghana	P-5
Senior Adviser, Education	Colletta, Nat J.	United States	P-5
Senior Adviser, Early Childhood	Fisher, Peter N.	Canada	P-5
Special Adviser, Programmes and Strategies	Haq, Khadija	Pakistan	L-5

Basic Services - Water and Sanitation Section

Chief	Christmas, Joseph	Saint Kitts and Nevis	D-1
Senior Project Officer	De Rooy, Carel	Netherlands	L-5

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	Basic Services - Urban Section		
Chief	Bosnjak, Vesna	Yugoslavia	D-1
Senior Adviser, Children in Especially Difficult Circumstances	Shubert, Clarence M.	United States	P-5
Co-ordinator, Joint Programmes with Non-governmental Organizations	Rialp, Victoria R. V.	Philippines	L-4
	Bamako Initiative Management Unit		
Manager	Paganini, Agostino	Italy	L-6
Deputy Manager	*Ofosu-Amaah, Samuel	Ghana	D-1
Senior Adviser	*Jarrett, Stephen W.	United Kingdom	P-5
Senior Adviser	Knippenberg, Rudolf	Netherlands	L-5
Adviser	Parker, David A.	United States	L-4
	Facts for Life		
Co-ordinator	Hewett, Anthony J.	Australia	D-1
Assistant Project Officer	Tierney, Jaclyn	United States	L-2
	EVALUATION OFFICE		
Director	Basta, Samir S.	Egypt	D-1
Senior Programme Officer	Jabr, Ibrahim R.	Lebanon	P-5
Senior Project Officer	Kessler, Susi R.	United States	L-5
Programme Officer	Saab, Rhea	Canada	P-3
Socio-Economic Analyst	Pearson, Roger	United Kingdom	L-3
Research Officer	Hammam, Hanan T.	Syrian Arab Republic	L-2
	PLANNING OFFICE		
Director	Gautam, Kul C.	Nepal	D-1
Senior Planning Officer	Ledogar, Robert J.	United States	P-5
Planning Officer	Jespersen, Eva	Denmark	L-3

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D. EXTERNAL RELATIONS GROUP

DIVISION OF INFORMATION

Office of the Director

Director	Khan, Mehr	Pakistan	D-1
Deputy Director	Koo, Samuel	Republic of Korea	D-1

Research and Editorial Section

Chief	Dempsey, Marion M.	Canada	P-5
Information Officer	Koh, Edgar Boon Keow	Singapore	P-3
Assistant Information Officer	Talbot, Louise	United States	P-1

Media Section

Chief	Usher, John	United Kingdom	P-5
Information Officer, Emergency	Eisner, Madeline	United States	L-3

Radio, Television and Film Unit

Chief	Hetzer, William J. Jr.	United States	P-5
Film Production and Editing Officer	Clarke, Michael F.	Trinidad and Tobago	P-3
Assistant Information Officer	Warner, Alison	United Kingdom	L-2

Photo Design and Distribution Unit

Chief	David, Peter G.	Netherlands	P-4

Support Services Unit

Chief	Khadir, Ahmed Z.	Algeria	P-3

DIVISION OF PUBLIC AFFAIRS

Office of the Director

Director	Soler-Sala, Victor	Spain	D-2
Deputy Director	Latenstein van Voorst, René	Netherlands	D-1

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Principal Public Affairs Officer	*Diallo, Djibril	Senegal	D-1
Public Affairs Officer	Gamble, Kimberly	United States	L-4
Public Affairs Officer	Rios-Kohn, Rebeca	Uruguay	L-4

National Committees

Chief	Degreef, Theo O.	Belgium	P-5

Public Participation

Senior Public Affairs Officer	Cerni, Horst M.	Germany, Federal Republic of	P-5
Public Affairs Officer	Peterson, Kathleen W.	United States	P-4
Public Affairs Officer	Nyuiadzi, Afefa	Togo	L-3
Assistant Public Affairs Officer	O'Connor, Eileen T.	Ireland	P-1

PROGRAMME FUNDING OFFICE

Director	Oldaeus, Bjorn M.	Sweden	D-2
Deputy Director	Sobhy, Samir I.	Egypt	D-1
Senior Programme Funding Officer	Alexeenko, Evgueny	Soviet Union	P-5
Senior Programme Funding Officer	Kassis, George	United States	P-5
Senior Programme Funding Officer	Lederer, Ruth E.	United States	P-5
Senior Programme Funding Officer	Fleming, Harold	United States	L-5
Programme Funding Officer	Lotse, Cecilia	Sweden	L-4
Projects Officer	Abrous, Malika	Algeria	P-3
Chief, Operations Section	Cagar, Safiye	Turkey	P-3
Projects Officer	Owens, Carita	Peru	L-3
Monitoring Officer	Woltmann, Liselotte M.	Germany, Federal Republic of	L-3
Assistant Monitoring Officer	Suvilaisunthorn, Tharnkamol	Thailand	L-2
Assistant Project Officer	Cordero Alarcon, Fernando	Chile	L-1
Assistant Monitoring Officer	DeGrasse, Janet	Jamaica	L-1
Assistant Programme Funding Officer	Kindermann-Streitner, Astrid E.	Austria	L-1

II. OTHER HEADQUARTERS LOCATIONS

A. GENEVA

Office of the Director

Director	Freiberg, Reinhard Y.	Germany, Federal Republic of	D-1
Deputy Director	Hoffmann, Rudolf	Germany, Federal Republic of	P-5

.../

	Emergency		
Chief	*Andersson, J. Gullmar	Sweden	P-5
Project Officer	*Spivac, Simon	France	P-4
	Special Events		
Public Affairs Officer	Villanueva, Jesus	France	P-3
	Information Resource Management		
Chief	Dale, Howard G.	United Kingdom	P-4
Research and Documentation Officer	Cardwell, Mary L.	United States	P-3
	Personnel Administration and Finance		
Administrative and Finance Officer	Mitzmacher, Alain M.	France	P-3
	Information/Development Education		
Chief	Brisset-Foucault, Claire	France	P-5
Information Officer	Carvalho, Antonio A.	Senegal	P-4
Information Officer	Nelson, Janet S.	United States	P-3
Information Officer	Winter, Anne M.	United Kingdom	P-2
	National Committee Operational Support		
Public Affairs Officer	Schellinski-Magazzeni, K. E.	Germany, Federal Republic of	P-3
	Non-Governmental Organization Liaison		
Public Affairs Officer	Poirier, Marie-Pierre	France	P-4
	UNICEF/WHO Joint Nutrition Support Programme		
Senior Project Officer	*Evans, Peter M.	Canada	P-5
Project Officer	Faust, Hans	Switzerland	L-4
Programme Communications Officer	Wolfheim, Cathy	United States	L-4

B. COPENHAGEN

Office of the Director

Director	Halliday, David J.	United Kingdom	D-2
Management Assistant	Porter, Arthur L.	United States	L-6
Field Logistics Adviser	Porter, Michele M.	France	P-4
Supply Procedures Officer	*Helfand, Michael I.	United States	P-3
Trainee	Thidar-Myint	Myanmar	P-1

Personnel and Administration Section

Chief	Frederick, Samuel W.	United Republic of Tanzania	P-5

Finance/Accounts Section

Chief	Kupelian, Harry A.	Cyprus	P-5
Accounting Officer	Hollingworth, Bruce R.	Canada	L-3

Accounts

Accounting Officer	Gomez, Linda Asuncion	Philippines	P-2

Computer Services

Chief	Khorana, Satish C.	India	P-5
Systems Analyst	Brieghel-Muller, Niels	Denmark	P-4
Systems Analyst	Sowana, Praponth	Thailand	L-4
Programmer Analyst	Boos, Sirkka	Finland	P-3
Programmer Analyst	Nielsen, Keld	Denmark	P-3

Procurement and Supply Operations Services Section

Chief	Bish, John A.	United Kingdom	D-1
Procurement Officer	Nikolaev, Valery	Soviet Union	L-4

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	Procurement - Education/Transport		
Group Leader	Irmer, Manfred W.	Germany, Federal Republic of	P-5
Procurement Officer	Hunt, Derek E.	United Kingdom	P-4
Procurement Officer	Eriksson, Klas G.	Sweden	L-4
Procurement Officer	Harada, Naohide	Japan	L-4
Procurement Officer	*Jensen, Erland F.	Denmark	P-2
Procurement Officer	Dehn, Tom	Denmark	L-2
	Procurement - Medical		
Group Leader	Srdanovic, Velimir	Yugoslavia	P-5
Procurement Officer	Acriviadis, Paul A.	Greece	P-4
Procurement Officer	*Bach, Svend H.	Denmark	P-4
Procurement Officer	Futami, Takeshi	Japan	P-4
Procurement Officer	Kwon, Hyuk Soo	Republic of Korea	P-4
	Procurement - Engineering		
Group Leader	Bayer, Paul	Canada	P-5
Procurement Officer	Pacaud, Bernard M.	France	P-4
Procurement Officer	Schjerven, Haavald H.	Norway	P-4
Procurement Officer	Hall, Stanley R.	Jamaica	L-4
Procurement Officer	MacIntosh, Fergus	Canada	L-4
	Procurement - Supply Operation Services		
Deputy Chief	Dahl, Harald	Norway	L-3
	Operations		
Manager	Kenny, Edward F.	United States	P-5
	Operations/Warehouse - Shipping		
Chief	Aillaud, Bent E.	France	P-4
Shipping Officer	Boye, Ole	Denmark	P-3
	Operations/Warehouse - Production and Warehousing		
Chief	Glistrup, Lars	Denmark	P-4
Inventory Control Officer	Svartstrom, Kees C.	Finland	L-3

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Warehouse - Materials Handling

Chief	Frandsen, Poul-Knud H.	Denmark	L-1

Operations/Warehouse - Quality Control

Chief	Hansen, Luis V.	Denmark	P-3

C. TOKYO

Joint Office - Office of the Director

UNICEF Representative	Ignatieff, Paul V.	Canada	D-1
Programme Officer	Yasukawa, Yoriko	Japan	P-3

D. FLORENCE

Director	Himes, James R.	United States	L-7
Senior Project Officer	*Cornia, Giovanni A.	Italy	P-5
Senior Project Officer	Blanc, Cristina S.	Italy	L-5
Senior Fellow	Flekkoy, Maalfrid G.	Norway	L-5
Senior Project Officer	Ogun, Bilge	Turkey	L-5
Administrative and Finance Officer	Ciarnella, Vincenzo	Italy	L-3

III. FIELD ORGANIZATION

A. WEST AND CENTRAL AFRICA

ABIDJAN REGIONAL OFFICE, CÔTE D'IVOIRE

Regional Director	Adotevi, Stanislas S.	Benin	D-1
Deputy Regional Director	Jhie, Shob	Republic of Korea	D-1
Regional Relations Officer	Gosselin, Helene	Canada	P-5
Regional Programme and Planning Officer	Houry, Saad Y.	Lebanon	P-5
Regional Adviser, Early Childhood	*Mbikusita-Lewanika, Inonge M.	Zambia	P-5
Regional Adviser, Community Development	Miske-Talbot, Annick	Mauritania	P-5
Regional Adviser, Primary Health Care	Voumard, Christian F.	Switzerland	P-5
Senior Intergovernmental Officer	Adande, Jacques	Benin	L-5
Senior Adviser, Universal Child Immunization	Letarte, Claude	Canada	L-5

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Programme Officer	Luard, Veronica	Guyana	P-4
Regional Adviser, Evaluation	Mohr, Boudewijn	Netherlands	L-4
Administrative and Personnel Officer	Lassalle, Joan C.	Trinidad and Tobago	P-3
Project Officer, Monitoring and Evaluation	Bentein, Barbara	Belgium	L-3
Programme Support Communications Officer, Expanded Programme on Immunization	Hemmings-Gapihan, Grace	United States	L-3
Information Officer	Murray-Lee, Margaret	United Kingdom	L-3
Project Officer, Universal Child Immunization	Tibaldeschi, Grazia	Italy	L-3
	MONROVIA, LIBERIA		
Assistant UNICEF Representative	Raby, Anthony	United States	P-3
	ZWEDRU, LIBERIA		
Project Officer, Water and Environmental Sanitation	Quarm, Joseph E.	Ghana	L-4
	ACCRA, GHANA		
UNICEF Representative	Shomari, Saidi	United Republic of Tanzania	P-5
Programme Co-ordinator	Menkir, Fikre Y.	Ethiopia	P-4
Supply and Logistics Officer	Claassen, Frans A.	Netherlands	L-3
Administrative and Finance Officer	Dossa, Albert	Benin	L-3
Assistant Project Officer	Kuruneri, Patience C.	Zimbabwe	L-2
Economist	Saleh, Turhan	Bangladesh	L-2
	TAMALE, GHANA		
Project Officer	George, Mary M.	Nigeria	L-3
	BAMAKO, MALI		
UNICEF Representative	De Vos, Leonard A.	Belgium	P-5
Programme Co-ordinator	Ferrari, Mario	Italy	P-4
Supply and Logistics Officer	*Rieben, Heinz M.	Switzerland	P-4
Programme Officer	Crotti, Egidio	Italy	P-3
Administrative and Finance Officer	Rassekh, Don	United States	P-3
Project Officer, Expanded Programme on Immunization	Cornale, Guido	Italy	L-3
Project Officer, Water	Senghor, Gnilane	Senegal	L-3
Project Officer, Nutrition	Stone, Timothy J.	Canada	L-3

	MOPTI, MALI		
Adviser, Primary Health Care	Robez-Masson, Dominique	France	L-4
	SEGOU, MALI		
Project Officer, Joint Nutrition Support Programme	Jamet, Sylvain C.	France	L-3
	TOMBOUCTOU, MALI		
Project Officer, Food Production	Fiore, Giovanni	Italy	L-3
Project Officer, Food Production	Stigliano, Michele	Italy	L-3
Assistant Project Officer, Surveyor	Van't Hof, Simon	Netherlands	L-2
Assistant Project Officer, Logistics	Sias, Roberto F.	Italy	L-1
	BANGUI, CENTRAL AFRICAN REPUBLIC		
UNICEF Representative	Toure, Marie N'Gom	Senegal	P-5
Programme Officer	Raby, Anthony	United States	P-3
Administrative and Finance Officer	Videira, Isabel C.	Angola	P-3
Project Officer, Primary Health Care	Excler, Jean-Louis,	France	L-3
Supply Officer	Sawadogo, Augustus-Seidu K.	Burkina Faso	L-3
Assistant Project Officer, Logistics	Triquet, Jean-Pierre	France	L-2
	BOSSANGOA, CENTRAL AFRICAN REPUBLIC		
Hydrogeologist	Guerre, Christian	France	L-4
Assistant Project Officer, Food Production	Kasse, Ibrahima	Mali	L-2
	BRAZZAVILLE, CONGO		
UNICEF Representative	Mwilambwe, Mukalay	Zaire	D-1
Programme Officer	Mbengue, Catherine	Cameroon	P-3
Project Officer, Health	Villeneuve, Pascal	France	L-3

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CONAKRY, GUINEA			
UNICEF Representative	Grandcourt, Robert	Seychelles	P-5
Programme Officer	Hevia, Maria T.	Chile	P-4
Project Officer, Community Development	Benjamin, Danielle	United States	L-4
Project Officer	De Bethune, Xavier	Belgium	L-4
Project Officer, Expanded Programme on Immunization	Lamarque, Jean-Pierre	France	L-4
Administrative and Finance Officer	Diakite, Moroh A.	Niger	P-3
Project Officer, Social Mobilization	Gonzalez-Regueral, Lorenzo	Spain	L-3
Logistics Officer, Expanded Programme on Immunization	Pool, Pierre	Seychelles	L-3
Assistant Supply Officer	Ehouan, Ehoua	Côte d'Ivoire	L-2
Assistant Information Officer	Reveco, Jorge	Chile	L-2
COTONOU, BENIN			
Special Assistant to Regional Director	Samake, Charles D.	Mali	L-6
Programme Officer	Ngokwey, Ndolamb	Zaire	P-4
Project Officer, Water	Meert, Jean-Pierre	France	L-4
Project Officer, Expanded Programme on Immunization	Ndiaye, Jean-Michel	Senegal	L-4
BOHICON, BENIN			
Master Driller/Instructor	Chaudanson, Henri	France	L-3
Mechanic	Lafon, Michel G.	France	L-3
Geophysicist	Schembri, Herbert A. M.	Brazil	L-3
LOME, TOGO			
Assistant UNICEF Representative	Glasgow, Muriel	Guyana	P-4
Project Officer, Expanded Programme on Immunization	Brown, Vincent	France	L-3
DAKAR, SENEGAL			
UNICEF Representative	Caillaux, Denis	France	D-1
Programme Officer	Bridle, Richard J.	United Kingdom	P-4
Adviser, Primary Health Care	Davis, Cornelia E.	United States	L-4

Supply Officer	*Messou, Bruno Y.	Côte d'Ivoire	P-3
Logistics Officer	Murama, Martin	Burundi	L-3
Project Officer, Monitoring and Evaluation	Berard, Jacques	Canada	L-2
	BANJUL, GAMBIA		
Assistant UNICEF Representative	Pitaksuntipan, Surangkana	Thailand	P-3
Project Officer, Primary Health Care	Crivelli, Paolo E.	Italy	L-3
	BISSAU, GUINEA-BISSAU		
Assistant UNICEF Representative	Coloane, Francisco	Chile	P-4
Project Officer, Social Mobilization	Diaz, Alba L.	Colombia	L-3
Project Officer, Expanded Programme on Immunization	Fonseca, Luiz E.	Brazil	L-3
Assistant Programme Officer	Stecher, Monica	Peru	L-1
	SAO TOME, SAO TOME AND PRINCIPE		
Liaison Officer	Tamm, Per A.	Sweden	L-3
	PRAIA, CAPE VERDE		
Assistant UNICEF Representative	Peters, Jacoba M.	Netherlands	P-3
Project Officer, Water and Environmental Sanitation	Freitas, Manuel E.	Portugal	L-3
Project Officer, Social Communication	Vicario, Anna M.	Italy	L-3
	FREETOWN, SIERRA LEONE		
UNICEF Representative	Kim, Jaehee	Republic of Korea	P-5
Programme Officer	Kennedy, Herbert B.	Canada	P-4
Project Officer, Expanded Programme on Immunization	Wright, Roger C.	United Kingdom	L-4
Administrative, Finance and Supply Officer	Farook, Abdul-Hassen M.	Sri Lanka	P-3
Transport Officer, Expanded Programme on Immunization	U Than Saung	Myanmar	L-3

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	KINSHASA, ZAIRE		
UNICEF Representative	Welffens, Ludo M.	Belgium	P-5
Programme and Planning Officer	Akadiri, Karim A.	Benin	P-4
Project Officer, Child Development	Grand-Pierre, Jules	Haiti	L-4
Supply Officer	Carriapen, Pierre	Mauritius	P-3
Administrative and Finance Officer	Soliman, Soliman C.	Egypt	P-3
Project Officer, Community Development	Sidibe, Michel M.	Mali	L-3
	BUKAVU, ZAIRE		
Project Officer	Barry, Amadou O.	Guinea	L-3
	LUBUMBASHI, ZAIRE		
Project Officer	Ladjouan, Mouftaou M.	Benin	L-3
	LAGOS, NIGERIA		
UNICEF Representative	Tuluhungwa, Revelians R. N.	United Republic of Tanzania	D-1
Senior Programme Officer	Bassiouni, David S.	Sudan	P-5
Chief, Health	Kimati, Valerian P.	United Republic of Tanzania	P-5
Chief, Water and Environmental Sanitation	Donaldson, Lloyd	Jamaica	L-5
Project Officer, Planning and Evaluation	Abeysekera, Gamini	Sri Lanka	L-4
Project Officer, Water and Environmental Sanitation	Larsson, Robert W.	United States	L-4
Driller/Instructor	Olsson, Ulf L.	Sweden	L-4
Programme and Supply Officer	Clayton, Lloyd W.	United States	P-3
Administrative and Finance Officer	Viswanathan, Needamangalam K.	India	P-3
Project Officer, Women's Programmes	Aig-Ojehomon, Maria W.	Netherlands	L-3
Transport Maintenance Officer	Choudhury, Subhash C.	India	L-3
Programme Support Communications and Information Officer	Czaplicki, Stanislaw M.	Bolivia	L-3
Instructor, Equipment Maintenance	Karim, Momtazul	Bangladesh	L-3
Project Officer, Social Mobilization	Tangara, Rogelio	Philippines	L-3
Assistant Project Officer, Expanded Programme on Immunization	Sampson, William	Ghana	L-2
	BAUCHI, NIGERIA		
Zone Officer	Franklin, Andrew T.	United Kingdom	L-4

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	CALABAR, NIGERIA		
Instructor, Equipment Maintenance	Andersson, Bengt	Sweden	L-4
	ENUGU, NIGERIA		
Zonal Project Officer	Scholten, Jan H. A.	Netherlands	L-4
Epidemiologist	Gulaid, Jama	Kenya	L-3
	IBADAN, NIGERIA		
Zonal Project Officer	Ugalde, Miguel A.	Mexico	L-4
Epidemiologist	Haghgou, Mojtaba	Iran (Islamic Republic of)	L-3
	KADUNA, NIGERIA		
Zonal Project Officer	*Balasubramanian, Pattabhiraman	India	P-4
Project Officer, Health	Francois, Guenet	Ethiopia	L-3
	YOLA, NIGERIA		
Instructor, Equipment Maintenance	Hernandez, Josefino	Philippines	L-3
	N'DJAMENA, CHAD		
UNICEF Representative	Court, Alan L.	United Kingdom	P-5
Programme Co-ordinator	Andrade-Castro, Nancy	Ecuador	P-4
Project Officer, Universal Child Immunization	Mazars, Pierre A. C.	France	L-4
Project Officer, Basic Services	Drouot, Claude R.	France	L-3
Hydrogeologist	Martin, Edward J.	United States	L-3
Supply Officer	Pierre, Jocelyne O.	Haiti	L-3
Project Officer, Monitoring and Evaluation	Watson, Carol J.	United States	L-3
Assistant Information Officer	Clifton-Reitemeier, Pamela	United Kingdom	L-2
Assistant Project Officer, Universal Child Immunization	Haettenschwiller, Thomas	United States	L-2
Assistant Project Officer	Keita, Bintou	France	L-2
Assistant Supply Officer, Universal Child Immunization	Awad, Rose	Lebanon	L-1
	NIAMEY, NIGER		
UNICEF Representative	Bendow, Zerfinesh	Germany, Federal Republic of	P-5

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Programme Officer	Sock, Boubacar	Senegal	P-4
Project Officer, Emergency	Rumeci, Francois	Burundi	L-3
Project Officer	Valot, Denis	France	L-3
	NOUAKCHOTT, MAURITANIA		
UNICEF Representative	Sene, Malick	Mali	P-5
Programme Officer	Dishman, Deborah	United States	P-4
Project Officer, Universal Child Immunization	Borghese, Guido	Italy	L-3
Pharmacist	Peries, Herve	France	L-2
Administrative, Finance and Supply Officer	Sarda-Esteve, Evelyne	France	L-2
	OUAGADOUGOU, BURKINA FASO		
UNICEF Representative	Murzi, Ezio G.	Italy	P-5
Hydrogeologist	Chaperot, Philippe	France	L-5
Project Officer, Nutrition	Lopez-Montana, Ernesto P.	Colombia	L-4
Project Office, Expanded Programme on Immunization	Martin, Jacques	France	L-4
Programme Officer, Community Development	Poloni, Arlette	France	P-3
Master Driller/Instructor	Gennai, Robert	France	L-3
Mechanic	Geslin, Jean-Paul	France	L-3
Project Officer, Expanded Programme on Immunization	Nyandagazi, Prosper	Rwanda	L-3
	YAOUNDE, CAMEROON		
UNICEF Representative	Aguirre, Juan F.	Ecuador	P-5
Project Officer, Primary Health Care	Saibou, Aboubacar	Niger	L-3
	MALABO, EQUATORIAL GUINEA		
Assistant UNICEF Representative	Cameratti-Meza, Bernardo G.	Chile	P-3
Project Officer, Expanded Programme on Immunization	Dubourg, Jean-Charles	France	L-3

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B. EASTERN AND SOUTHERN AFRICA

NAIROBI REGIONAL OFFICE, KENYA

Regional Director	Racelis, Mary	United States	D-2
Regional Auditor	Abotsi, Leonard D.	Ghana	P-5
Senior Operations Officer	Lennartsson, Per-Olov	Sweden	P-5
Senior Programme and Planning Officer	Maeda, Justin H.	United Republic of Tanzania	P-5
Senior External Relations Officer	Nhiwatiwa, Naomi P.	Zimbabwe	P-5
Information and Communications Officer	Simmons, Edith E. R.	Switzerland	L-3

ADDIS ABABA, ETHIOPIA

UNICEF Representative	Monasta, Gregorio	Italy	D-1
Senior Programme and Planning Officer	Bashizi, Bashige	Zaire	P-5
Senior Programme and Planning Officer	Tinstman, Carl C.	United States	P-5
Chief, Health and Nutrition	Were, Miriam K.	Kenya	P-5
Senior Project Officer	Astillero, Emmanuel I.	Philippines	L-5
Chief, Water and Environmental Sanitation	Talbot, Rupert M.	United Kingdom	L-5
Programme Officer, Nutrition	Nyunt-Nyunt-Yi	Myanmar	P-4
Project Officer, Education	Junge, Barbara J.	United States	L-4
Driller/Instructor	Sehmi, Amar-Raj S.	India	L-4
Administrative, Finance and Personnel Officer	Khan, Shafiuddin	Pakistan	P-3
Project Officer, Expanded Programme on Immunization	Broms, Claes H. G. M.	Sweden	L-3
Project Officer, Applied Technology	Filippini, Armando	Italy	L-3
Project Officer, Monitoring and Evaluation	Subba, Prem K.	Nepal	L-3
Project Officer, Health	Zanca, Maria	Italy	L-3
Trainee	Rukandema, Flavia M.	Uganda	P-1

ANTANANARIVO, MADAGASCAR

UNICEF Representative	Gomez, Isaac	Congo	P-5
Senior Adviser, Universal Child Immunization	Frere, Jean-Jacques	France	L-5
Programme Officer	Deseniss-Gros, Ute	Germany, Federal Republic of	P-4

Project Officer, Management	Lefevre, Alain	France	L-4
Project Officer, Health and Nutrition	Traore, Monique F.	Niger	L-4
Administrative, Finance and Supply Officer	Zena, Shoakena	Ethiopia	P-3
Project Officer, Social Mobilization	Dia, Saidou	Senegal	L-3
Project Officer, Nutrition	Gakuba, Beatrice	Burundi	L-3
Project Officer, Essential Drugs	Najman, Patrick M.	France	L-3
Project Officer, Water and Environmental Sanitation	Wijnnobel, Kees	Netherlands	L-3
	MORONI, COMOROS		
Assistant UNICEF Representative	LaFrance, Nicole	Canada	L-3
Project Officer, Water	Dohvoma, Vincent N.	Cameroon	L-3
	BUJUMBURA, BURUNDI		
UNICEF Representative	Diamanti, Maria	Greece	P-5
Programme Officer	Poupard, Pierre C.	France	P-4
Project Officer, Primary Health Care	Bisoffi, Zeno M.	Italy	L-4
Adviser, Maternal and Child Health	Ramaroson, Solofo	Madagascar	L-4
Administrative and Finance Officer	Cancellieri, Umberto	Italy	P-3
Project Officer, Operations	Austin, Isabelle C.	France	L-3
Project Officer, Women's Programmes	Belleau, Michelyne	Canada	L-3
Project Officer, Basic Services	Cursoux, Daniel	France	L-3
Assistant Communications Officer	Dussault, Jean-Pierre	Canada	L-2
	MUYINGA, BURUNDI		
Assistant Project Officer, Basic Services	Lemay, Jean-Luc	Canada	L-2
	DAR ES SALAAM, UNITED REPUBLIC OF TANZANIA		
UNICEF Representative	Van den Assum, Maria L.	Netherlands	D-1
Senior Programme Officer	Wadstein, Lars G. L.	Sweden	P-5
Programme Officer	Kgosana, Philip A.	Stateless	P-4
Programme Officer	Ljungqvist, Bjorn G.	Sweden	P-4
Project Officer, Construction	Blakely, Ivan A.	United Kingdom	L-4
Project Officer	Leach, Valerie	United States	L-4
Project Officer, Water and Environmental Sanitation	Phanapavudhikul (T.V. Luong), Sumalee	Thailand	L-4

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Supply Officer	Senagama, Podibanda A.	Sri Lanka	L-4
Project Officer	Tolstopiatov, Boris I.	Soviet Union	L-4
Administrative and Finance Officer	Owereko, Anthony K.	Ghana	P-3
Project Officer	Alam, A. K. M. Ashraf-Ul	Bangladesh	L-3
Transport Management Officer	Assefa, Araya	Ethiopia	L-3
Project Officer, Food Security	Seenappa, Marashetty	India	L-3
Pharmacist, Essential Drugs	Sutila, Ratimira	Yugoslavia	L-3
Project Officer	Ward, June	Guyana	L-3
Project Officer, Water and Environmental Sanitation	Wurie, Dauda B.	Sierra Leone	L-3

ZANZIBAR, UNITED REPUBLIC OF TANZANIA

Project Officer, Nutrition	Mariani, Mario	Italy	L-3

HARARE, ZIMBABWE

UNICEF Representative	N'Jie, Baboucar E.	Gambia	P-5
Programme Co-ordinator	Manyindo, Aston R.	Uganda	P-4
Project Officer, Expanded Programme on Immunization	Alli, Mabel O.	Nigeria	L-4
Project Officer, Water	Fellows, William	United States	L-4
Programme Officer	Beckley, Catherine A.	Nigeria	P-3
Administrative and Finance Officer	Mwangi, Sammy G.	Kenya	P-2
Supply Officer	McKnight, Thomas	United States	L-2

MASERU, LESOTHO

Assistant UNICEF Representative	Sitzmann, Walter	Austria	P-4
Project Officer, Universal Child Immunization	Camanor, Ivan F.	Liberia	L-4
Project Officer, Nutrition	Khumalo, Tholakele D.	Zimbabwe	L-3
Assistant Administrative and Finance Officer	Ochilo, Mildred A.	Kenya	L-2
Assistant Project Officer, Training	Pratt, Agatha C.	Sierra Leone	L-2

KAMPALA, UGANDA

UNICEF Representative	Fegan-Wyles, Sarah A.	Ireland	P-5
Senior Project Officer, Health	Glennie, Colin	United Kingdom	L-5
Senior Project Officer, Water	Nowacki, Michel C.	France	L-5

Transport Management Officer	Berhan, Samuel Y.	Denmark	L-4
Project Officer, Programme Communications	Wickramasinghe, Mahinda L.	Sri Lanka	L-4
Administrative and Finance Officer	Jibril, Mohamoud M.	Kenya	P-3
Programme Officer, Basic Services	Robbins, Peggy	Canada	P-3
Project Officer, Monitoring and Evaluation	Adkisson, Stephen C.	United States	L-3
Project Officer, Expanded Programme on Immunization	Alanko, Juhani H. T.	Finland	L-3
Training Officer, Health	Durston, Susan	United Kingdom	L-3
Supply Officer	Hasham, Zulfikarali J.	Kenya	L-3
Project Officer, Pump Installation/Maintenance	Kalam, Mohd A.	Bangladesh	L-3
Project Officer, Primary Health Care	Rizzo, Ivone	Italy	L-3
Logistics Officer, Health	Hoffman, Kirk R.	Canada	L-2

MBARARA, UGANDA

Project Officer, Primary Health Care	Van der Horst, Johannes	Netherlands	L-4
Master Driller	Beni, Bernard P.	Australia	L-3
Engineer Maintenance	Brown, Reid J.	New Zealand	L-3
Project Officer, Water and Environmental Sanitation	Rajbhandari, Bijaya G.	Nepal	L-3
Master Driller	Teerlink, Dirk A.	Netherlands	L-3
Assistant Administrative and Finance Officer	Peters, Lillian G. L.	Liberia	L-2

KIGALI, RWANDA

UNICEF Representative	Akyea, Emmanuel O.	Ghana	P-5
Programme Officer	Vuianovith, Danielle P.	France	P-4
Project Officer, Expanded Programme on Immunization	Mercier, Eric	France	L-4
Project Officer, Water and Environmental Sanitation	Spruijt, Hans D.	Netherlands	L-4
Administrative and Finance Officer	Mounkala, Victor	Congo	P-3

LILONGWE, MALAWI

UNICEF Representative	Williams, Kenneth	United Kingdom	P-5
Project Officer	O'Brien, Brendan F.	Ireland	L-4
Project Officer, Expanded Programme on Immunization	Tyson, Stewart	United Kingdom	L-4
Administrative, Finance and Supply Officer	Raman, K. S.	India	P-3

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Logistics Officer, Expanded Programme on Immunization	Ahmed, Nasim	India	L-3
Programme Support Communications Officer, Expanded Programme on Immunization	Luciani, Silvia	Italy	L-3
Project Officer, Primary Health Care	Shrestha, Ramesh M.	Nepal	L-3
	LUANDA, ANGOLA		
UNICEF Representative	Fall, Ibrahima D.	Senegal	P-5
Programme Officer	Stirling, Mark	Australia	P-4
Project Officer, Health	Glisser Weinstein, M. B.	Chile	L-4
Project Officer, Water and Environmental Sanitation	Sakya, Bhai R.	Nepal	L-4
Project Officer, Water Supply	Yevstafiev, Vadim P.	Soviet Union	L-4
Project Officer, Expanded Programme on Immunization	Camara, Aboubacar D.	Guinea	L-3
Project Officer, Education	Commisso, Angela	Italy	L-3
Hydrogeologist	De Morais, Manuel A.	Portugal	L-3
Project Officer, Emergency	Johnson, Stephen R.	United Kingdom	L-3
Project Officer, Emergency	Kofi, Gerry O.	Ghana	L-3
Supply Officer	Maruyama, Hiroyuki	Japan	L-3
Project Officer, Logistics	Nuguid, Joselito A.	Philippines	L-3
Project Officer, Social Mobilization	Ruijter, Jose M.	Netherlands	L-3
Mechanic, Water and Environmental Sanitation	Smulders, Petrus H.	Netherlands	L-3
Assistant Programme Officer, Monitoring and Evaluation	Mompoint, Marie-Francoise	France	L-2
	MALANG, ANGOLA		
Driller/Instructor	Eldstrom, Earl	Canada	L-3
	LUSAKA, ZAMBIA		
UNICEF Representative	Hopwood, Ian G.	United Kingdom	P-5
Programme Officer	Ismail-Khan, Laila	Pakistan	P-4
Adviser, Immunization	Shah, Fida H.	Pakistan	L-4
Adviser, Planning Monitoring and Evaluation	Richards, Eva	Sierra Leone	P-3
Administrative and Finance Officer	Sundararaman, Narayanan	India	P-3
Project Officer, Expanded Programme on Immunization	Kariuki, Joseph F.	Kenya	L-3
Project Officer, Universal Child Immunization	Malyavin, Alexander S.	Soviet Union	L-3
Project Officer, Logistics and Cold Chain	Scheer, Dieter	Germany, Federal Republic of	L-3

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GABORONE, BOTSWANA

Assistant UNICEF Representative	Kimaryo, Scholastica S.	United Republic of Tanzania	P-4
Project Officer, Universal Child Immunization	Ndombi, Isiye	Kenya	L-4
Assistant Administrative and Finance Officer	Hersi, Abdurahman M.	Somalia	L-2

MAPUTO, MOZAMBIQUE

UNICEF Representative	O'Dell, Daniel J.	United States	P-5
Project Officer, Nutrition	Lechtig, Aaron	Peru	L-5
Senior Project Officer, Water	Radojicic, Stevan S.	Yugoslavia	L-5
Programme Officer	Adorna, Cecilio L.	Philippines	P-4
Project Officer, Expanded Programme on Immunization	Ipinza, Manuel	Chile	L-4
Project Officer, Health	Legon, Osvaldo H.	Cuba	L-4
Programme Officer, Health	Cita, Kathleen R.	United States	P-3
Administrative, Finance and Personnel Officer	Jonsson, Audrey C.	Jamaica	P-3
Project Officer, Women's Development	Ali-Nejadfard, Fatemeh	Iran (Islamic Republic of)	L-3
Project Officer	Ferroni, Stefano	Italy	L-3
Logistics Officer	Larsson, Karl A. H.	Sweden	L-3
Information Officer	Lyons, Charles J.	United States	L-3
Project Officer, Emergency	Madore, Yvon	Canada	L-3
Project Officer, Child Development	Mathai, Rabia	India	L-3
Field Officer	McArdle, Raymond	United Kingdom	L-3
Project Officer, Water and Environmental Sanitation	Pflueger, Christian T.	Germany, Federal Republic of	L-3
Architect	Rivol, Thierry	France	L-3
Project Officer, Emergency	Vasquez, Juana	Ecuador	L-3
Project Officer	Viveros, Felipe E.	Chile	L-3
Transport Maintenance Officer	Wilberforce, Jonathan W.	Ghana	L-3
Project Officer, Monitoring and Evaluation	Khan, Afshan	Canada	L-2
Field Officer	Levine, Iain D.	United Kingdom	L-2
Assistant Project Officer, Electronic Data Processing	Santos, Celeste	Philippines	L-2
Logistics Officer	Amirian, Robert	Australia	L-1
Assistant Supply Officer	Bugge, Lars	Denmark	L-1

MBABANE, SWAZILAND			
Assistant UNICEF Representative	Phillips, Rodney	Mauritius	P-3
Assistant Project Officer	Chege, Peter N.	Kenya	L-2
MOGADISCIO, SOMALIA			
Programme Officer	Porjosh, Mohammad T.	Afghanistan	P-4
Operations Officer	Menezes, Martha	India	P-4
Resident Project Officer	Beliak, Boris I.	Soviet Union	L-4
Project Officer, Planning and Evaluation	LaPin, Deirdre	United States	L-4
Programme Officer, Education	Khalakdina, Margaret N.	India	P-3
Project Officer, Expanded Programme on Immunization	Akbar, Hakim	Afghanistan	L-3
Project Officer, Essential Drugs	Idris, Saadia M.	Sudan	L-3
Supply Officer	Sundaresan, K. S.	India	L-3
Programme Support Communications and Information Officer	Scandelli, Gabriella	Italy	L-2
JOWHAR, SOMALIA			
Project Officer, Joint Nutrition Support Programme	Alipui, Nicholas K.	Ghana	L-3
KISMAYO, SOMALIA			
Project Officer, Primary Health Care	Testot-Ferry, Philippe	France	L-3
NAIROBI, KENYA			
UNICEF Representative	Namazi, Mohammad B.	United States	P-5
Chief, Water and Environmental Sanitation	*Hubert, Christian	France	P-5
Chief, Operations	*O'Reilly, Vincent E.	Ireland	P-5
Senior Project Officer, Health and Nutrition	Alnwick, David J.	United Kingdom	L-5
Adviser, Women's Programmes	Elias, Misrak	Ethiopia	L-5
Senior Officer, Health	Martin, Gladys E.	Cameroon	L-5
Adviser, Monitoring and Evaluation	O'Leary, Michael F.	Ireland	L-5
Regional Supply Officer	*Bohlin, Rolf	Sweden	P-4
Programme Officer	Memon, Mohammad N.	Pakistan	P-4

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Administrative and Finance Officer	Millioni, Dominic M.	United Republic of Tanzania	P-4
Programme Officer	Spring, John	United States	P-4
Graphic Artist/Print Specialist	D'Inca, Judith M.	Italy	L-3
Trainee	Parris, Denise	Saint Kitts and Nevis	P-1

WINDHOEK, NAMIBIA

Information/Programme Support - Communications Officer	Kamau, Macharia	Kenya	L-4
Project Co-ordinator	Morgan, Richard	United Kingdom	L-4
Administrative and Supply Officer	Catahan, Betsabe L.	Chile	P-3
Project Officer	Kukita, Jun	Japan	L-3

C. MIDDLE EAST AND NORTH AFRICA

AMMAN REGIONAL OFFICE, JORDAN

Regional Director	Reid, Richard	United States	D-2
Chief, Programmes	Bisharat, Leila T.	United States	P-5
Regional Auditor	Taujoo, Moussa	Mauritius	P-4
Chief, Operations Section	Wilson, Chrispin	Sierra Leone	P-4

AMMAN, JORDAN

Deputy Regional Director/Area Representative	Abraham, Sarojini	India	D-1
Senior Project Officer	*Kanawati, Nuhad	Lebanon	P-5

DJIBOUTI, DJIBOUTI

Assistant UNICEF Representative	Idris, Abdulhamid T.	Ethiopia	P-4
Project Officer, Child Development	Duprat, Michel F.	France	L-3

ADEN, DEMOCRATIC YEMEN

UNICEF Representative	Al-Nahi, Qussay M.	Iraq	P-5
Project Officer, Water and Environmental Sanitation	Awal, Abdul	Bangladesh	L-4
Programme Support Communications and Information Officer	Dabbakeh, Saleh	Jordan	L-2

	ALGIERS, ALGERIA		
UNICEF Representative	El-Azem, Mohamed S.	Syrian Arab Republic	P-5
Project Officer	Hakoyama, Fumiko	Japan	L-3
	ANKARA, TURKEY		
UNICEF Representative	Sepulveda-Alvarez, Claudio	Chile	P-5
Project Officer	Gleason, Gary	United States	L-4
Project Officer, Urban Basic Services	Brody, Alan M.	United States	L-3
	BAGHDAD, IRAQ		
UNICEF Representative	Sayegh, Juliette	United States	P-5
Project Officer, Primary Health Care	Masri, Hind A.	Canada	L-3
	BEIRUT, LEBANON		
UNICEF Representative	Roberfroid, Andre	Belgium	P-5
	MUSCAT, OMAN		
UNICEF Representative	Matthai, Jacob	India	P-5
Project Officer, Communications	Simaan, Alice T.	Bahrain	L-4
	CAIRO, EGYPT		
UNICEF Representative	Lannert, Edward J.	United States	D-1
Senior Programme Officer	Terreri, Nancy J.	United States	P-5
Master Driller/Instructor	Cerquetella, Nazareno	Italy	L-3
	KHARTOUM, SUDAN		
UNICEF Representative	Rahman, Farid	Pakistan	D-1
Senior Programme Officer	Campbell, Jean M.	United States	P-5
Chief, Planning	*Darwish, Mohammed H.	Jordan	P-5
Chief, Urban Affairs	*Musanna, Ahmad	Pakistan	P-5

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Chief, Water and Environmental Sanitation	Ekvall, Thomas M.	Sweden	L-5
Chief, Health	Magan, Ahmed	Somalia	P-4
Administrative and Finance Officer	Van Gerpen, JoAnna	United States	P-4
Chief, Supply Section	Jouhourian, Andreas	France	L-4
Flight Engineer	Kitzler, Franz J.	Germany, Federal Republic of	L-4
Chief, Information, Education and Communications	Salem, Mohammed A.	Egypt	L-4
Pilot Manager	Van der Smissen, Daniel L.	Belgium	L-4
Programme Support Communications and Information Officer	Dutia, Gopal	India	L-3
Stores Specialist	Gurung, Sunder S.	Nepal	L-3
Project Officer	Palm, Detlef	Germany, Federal Republic of	L-3
Mechanic, Expanded Programme on Immunization	Lenatti, Gian-Guido	Italy	L-2
Assistant Personnel Officer	Rahman, Azimur	Bangladesh	L-2
	EL OBEID, SUDAN		
Driller/Instructor	Heijstek, Willem	Netherlands	L-4
Resident Project Officer, Zonal Development	Van Manen, Jan E.	Netherlands	L-4
	KADUGLI, SUDAN		
Assistant Instructor/Mechanic	Morel, Robin J.	Kenya	L-2
	RIYADH, SAUDI ARABIA		
UNICEF Representative	Allawi, Sabah H.	Iraq	D-1
Area Programme Officer	Farooq, Shamsul A.	Bangladesh	P-4
Project Officer	Beheiry, Rasheid A.	Sudan	L-4
Public Relations/Information Officer	Rizk, Ahmed M.	Egypt	P-3
	RABAT, MOROCCO		
UNICEF Representative	Everest, Alan S.	United Kingdom	P-5
	TUNIS, TUNISIA		
UNICEF Representative	Zerdoumi, Nefissa	Algeria	P-5

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SANA'A, YEMEN

UNICEF Representative	Mc Nab, Stewart	United Kingdom	P-5
Programme Officer	Hussain, Anowar	Bangladesh	P-4
Project Officer, Project Support Communication	Iyabji, Robert V. M.	United Kingdom	L-4
Administrative and Finance Officer	Achkar, Nazih M.	Lebanon	P-3
Project Officer	Sugule, Hassan A.	Somalia	L-3

D. EAST ASIA AND PAKISTAN

BANGKOK REGIONAL OFFICE, THAILAND

Regional Director	Brooks, Daniel J.	United States	D-2
Deputy Regional Director	Umemoto, Stephen H.	United States	D-1
Regional Supply/Procurement Officer	Blackett, Linda	United Kingdom	P-5
Regional Personnel Officer	Corbett, Michael K.	United Kingdom	P-5
Senior Regional Information Officer	Glattbach, Jack	United Kingdom	P-5
Regional Auditor	Mendoza-Ortiz, Rodolfo	Mexico	P-5
Senior Programme Officer	Peacock, John W.	Australia	P-5
Regional Administrative and Finance Officer	San Agustin, Celita S.	Philippines	P-5
Regional Adviser, Project Support Communication	*Thomas, Pamela M.	New Zealand	P-5
Regional Project Officer, Monitoring and Evaluation	Kothari, Kul B.	India	L-5
Regional Adviser, Nutrition	Omawale	Guyana	L-5
Project Officer	*Argyriades, Helen	Greece	P-4
Procurement Officer	*Andersen, Jorgen	Denmark	P-3
Project Officer, Project Support Communication	Engel, Norbert	Germany, Federal Republic of	L-3
Reports Officer	Haeri, Victoria	United Kingdom	L-3
Trainee	Chopra, Ayesha	India	P-1

PHNOM PENH, CAMBODIA

UNICEF Representative	*Bevacqua, Marcello	Sweden	P-5
Project Officer, Education	*Loda, Dario	Italy	P-4
Hydrogeologist	Tesch, Hans-Juergen	German Democratic Republic	L-4
Project Officer, Health	Wise, Susanne	Canada	L-4

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Project Officer, Primary Health Care	Operti, Paolo Massimiliano	Italy	L-3
Master Driller	Pickardt, Waldemar	German Democratic Republic	L-3
Administrative, Finance and Supply Officer	Tsung-Thluai, Monica	Myanmar	L-3
Assistant Project Officer, Sanitation	Szymczak, Irena	Poland	L-2

DHAKA, BANGLADESH

UNICEF Representative	Dodge, Cole P.	United States	D-1
Senior Programme Co-ordinator	Khan, Dilawar A.	Pakistan	P-5
Senior Programme and Planning Officer	Mendis, John B.	Sri Lanka	P-5
Senior Planning Officer, Immunization	Noto, Abiprojo	Indonesia	L-5
Programme Co-ordinator	Dawson, Allan C.	Swaziland	P-4
Supply Officer	Marrero, Enrique A.	United States	P-4
Programme Co-ordinator	O'Brien, Philip D.	Ireland	P-4
Programme Co-ordinator	Sinnshaw, Tiruneh	Ethiopia	P-4
Chief, Field Operations	Williams, Lawrence O.	Sierra Leone	P-4
Project Officer, Expanded Programme on Immunization	Rice, Carol J. M.	United States	L-4
Personnel Officer	Atkins, Myrna J.	Belize	P-3
Administrative and Finance Officer	Garafulic, Juan A.	Sweden	P-3
Field Logistics Officer	Abdool Raman, Aubaidullah	Mauritius	L-3
Project Officer, Maternal Health	Leppard, Margaret	United Kingdom	L-3
Project Officer, Statistics	Lichfield, Paul	United States	L-3
Project Officer, Water and Environmental Sanitation	McKenzie, Keith M.	India	L-3
Programme Officer, Operations	Nakakami, Yoko	Japan	L-3
Project Officer, Immunization	Patel, Arunkumar N.	India	L-3
Project Officer, Essential Drugs	Rondreux, Anne Marie J.	France	L-3
Programme Support Communications and Information Officer	Rycroft, Charles M.	United Kingdom	L-3
Project Officer, Water and Environmental Sanitation	Sayles, Andrew	United States	L-3
Project Officer, Health and Nutrition	Sibanda, Flora S.	Zimbabwe	L-3
Assistant Project Officer, Nutrition	Dualeh, Karima A.	Somalia	L-2
Assistant Reports Officer	Fonseka, Anne M.	Sri Lanka	L-2
Assistant Information Officer	Yamagishi, Nobuko	Japan	L-2

HANOI, VIET NAM

UNICEF Representative	Farooqui, M. Tarique	Pakistan	D-1
Senior Programme and Planning Officer, Health	Gibbs, Kenneth R.	United Kingdom	P-5

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Senior Project Officer, Water and Environmental Sanitation	Gilbert, Bernard	France	L-5
Programme Officer, Education	Allman, Suzanne	France	P-4
Project Officer, Nutrition	Dricot, Jean M.	Belgium	L-4
Programme Officer, Child Welfare	De Vita, Maria G.	Italy	P-3
Supply Officer	*Hannan, Zafrul	Bangladesh	P-3
Administrative and Finance Officer	Nikyema, Theophane	Burkina Faso	P-3
Project Officer, Health	Dricot-d'Ans, Christiane	Belgium	L-3
Project Officer, Water and Environmental Sanitation	Zelenika, Mladen	Yugoslavia	L-3
	HO CHI MINH CITY, VIET NAM		
Project Officer	*Kadi, Abla	Lebanon	P-4
	ISLAMABAD, PAKISTAN		
UNICEF Representative	Waki, Kunio	Japan	D-1
Senior Programme and Planning Officer	Allen, Steven R.	United Kingdom	P-5
Senior Project Officer, Health and Nutrition	Heinonen, Pirkko L.	Finland	L-5
Project Officer, Water and Environmental Sanitation	Wurzel, Peter	United Kingdom	L-5
Chief, Supply and Programme	Clear, Brian	United Kingdom	P-4
Project Officer	*Rajandran, Martha P.	United States	P-4
Project Officer, Health, Education and Sanitation	Berger, Martine M.	France	L-3
Project Officer, Sanitation	Mujica Mendoza, Fernando	Bolivia	L-3
	KARACHI, PAKISTAN		
Resident Project Officer	Heffinck, Philippe	Belgium	L-4
	LAHORE, PAKISTAN		
Resident Project Officer	Anderfelt, Birgitta J. A.	France	L-3

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PESHWAR, PAKISTAN			
Project Co-ordinator	Rosenhall, Leif	Sweden	L-5
Project Officer, Supply and Programme	Mendez, Luis T.	Philippines	L-4
Project Officer, Education	Rehnstrom, Joel A.	Finland	L-3
Project Officer, Health	Tobin, Vanessa J.	United Kingdom	L-3
Project Officer, Expanded Programme on Immunization	Geuns, Anna M. A. J.	Netherlands	L-2
QUETTA, PAKISTAN			
Resident Project Officer	Salah, Rima Y.	Jordan	L-4
JAKARTA, INDONESIA			
UNICEF Representative	Kennedy, Anthony	Canada	D-2
Senior Programme Co-ordinator	Judd, Edwin J.	United States	P-5
Senior Programme Officer	Sharif-Vatani, Bijan	Iran (Islamic Republic of)	P-5
Programme Co-ordinator	Abdel-Hai, Sobhi M.	Egypt	P-4
Operations Officer	Mahgoub, Mohd-Nageeb K.	Sudan	P-4
Programme Co-ordinator	Morch, Jesper	Denmark	P-4
Adviser, Area Services	Bailey, Bruce	Canada	L-4
Adviser	Baker, David J.	United States	L-4
Project Officer, Health	Hatfield, Rodney J.	United Kingdom	L-4
Project Co-ordinator, Water and Environmental Sanitation	Karim, Mohd Z.	Bangladesh	L-4
Project Officer, Monitoring and Evaluation	Schlegel, Charles C.	United States	L-4
Project Officer, Health Education	Dravet, Daniel	Canada	L-3
Project Officer, Water and Environmental Sanitation	Koirala, Ram P.	Nepal	L-3
Project Officer, Nutrition	Manase, Joseph M.	Guyana	L-3
Project Officer, Water and Environmental Sanitation	Mathur, Shamvanth P.	India	L-3
Project Officer, Programme Information Management/Monitoring	Morch, Hanne	Denmark	L-3
Project Officer, Nutrition	Ooi, Wee-Ling	Malaysia	L-3
Project Officer, Water and Environmental Sanitation	Ratne, Malicca	Malaysia	L-3
MANILA, PHILIPPINES			
UNICEF Representative	Kale, Pratima	India	P-5
Programme Co-ordinator	Mason, David	United Kingdom	P-4

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PORT MORESBY, PAPUA NEW GUINEA

Assistant UNICEF Representative	Mboya, Benedict J.	United Republic of Tanzania	P-5
Programme Officer	Yitbarek, Tsahai	Ethiopia	P-3

SUVA, FIJI

Project Officer	Otto, Judy G.	United States	L-4
Project Officer	Sommers, Paul D.	United States	L-4

YANGON, MYANMAR

UNICEF Representative	Carriere, Roelof C.	Netherlands	D-1
Senior Programme Co-ordinator	Rajan, Malikkamadom	India	P-5
Programme Officer, Health and Nutrition	Laroche, Eric J.	France	P-4
Programme Officer, Education/Child Care	Pongpanich, Kiatichai	Thailand	P-4
Project Officer, Water and Environmental Sanitation	Ray, Kalidas	India	L-4
Project Officer, Water and Environmental Sanitation	Tewari, Krishna Dutta	Nepal	L-4
Administrative and Finance Officer	Qahoush, Awad Salem	Jordan	P-3
Project Officer, Women's Development	Gaudras, Anne M. P.	France	L-3

SEOUL, REPUBLIC OF KOREA

UNICEF Representative	Diaz, Ralph	Philippines	P-5

VIENTIANE, LAO PEOPLE'S DEMOCRATIC REPUBLIC

UNICEF Representative	Sutherland, Anne	Canada	P-5
Programme Officer	Standaert, Willem	Belgium	P-4
Project Officer, Education	Ng, Shui Meng	Singapore	L-3
Administrative, Finance and Supply Officer	Boughanmi, Elisabeth G.	Germany, Federal Republic of	P-2

E. SOUTH CENTRAL ASIA

NEW DELHI REGIONAL OFFICE, INDIA

Regional Director	Knutsson, Karl-Eric	Sweden	D-2
Senior Project Officer	*Hendrata, Lukas	Indonesia	D-1
Deputy Director, Operations	McDermott, Thomas C.	United States	D-1
Director, India Country Office	Watanabe, Eimi	Japan	D-1

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Senior Programme Officer, Water and Environmental Sanitation	*Akhter, Mesbahuddin	Bangladesh	P-5
Regional Planning Officer	Asrat, Dereje	Ethiopia	P-5
Senior Supply Advisor	*Bartrup, Keith A.	United Kingdom	P-5
Regional Auditor	Latham, William A.	United Kingdom	P-5
Senior Programme Officer, Education	Palac, Tadeusz	United Kingdom	P-5
Regional Auditor	Saffo, Eustace G.	Ghana	P-5
Chief, Supply and Logistics	Syvertsen, Einar A.	Norway	P-5
Programme Officer, Integrated Child Development Services	Hong, Sawon	United States	P-4
Programme Officer, Health	Lambert, Julian N.	United Kingdom	P-4
Zone Office Representative	Ralph, Kathleen A.	United States	P-4
Personnel Officer	Oyomba, Elias O.	Kenya	P-4
Drilling Co-ordinator	Davis, Colin J.	United Kingdom	L-4
Project Officer, Urban Development	Fonseka, Cosmafonsekege L. C.	Sri Lanka	L-4
Hand-pump Co-ordinator	Glensvig, Leo	Denmark	L-4
Transport Management Officer, Equipment Maintenance	Munck, Mogens H.	Denmark	L-4
Project Officer, Water and Environmental Sanitation	Thorburn, Bonaventure J.	Canada	L-4
Supply Officer	*Krekel, Wanda A.	Guyana	P-3
Drilling Engineer	Bonnell, Francis M.	United Kingdom	L-3
Drilling Engineer	Holst, Bertil I.	Sweden	L-3
Project Officer, Sanitation	Huda, Md. Shamsul	Bangladesh	L-3
Project Officer, Planning and Evaluation	Mitchell, Margaret J.	Canada	L-3
Supply Officer, Immunization	Noorlander, Tanna A.	Netherlands	L-3
Project Officer, Health and Nutrition	Roudkowsky, Mary	United States	L-3
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Programme Co-ordinator, Education/Area Services	Janssens, Raymond L. M.	Belgium	P-4
Operations Officer	Sinha, Maheshwari P.	India	P-4
Project Officer, Water and Environmental Sanitation	Faugere, Yves	France	L-4
Project Officer, Education	Kiernan, Michael	Ireland	L-4
Project Officer, Health and Nutrition	Mahallati, Alireza	Iran (Islamic Republic of)	L-4
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Administrative and Finance Officer	Mallapaty, Bijayashwar L.	Nepal	P-4
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Project Officer, Family/Child Welfare	Dalais, Cyril	Mauritius	L-4
Project Officer, Basic Services	Hinton, Katherine Ch'iu	United States	L-4
Programme Officer, Health	Sakai, Suomi	Japan	P-3

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Adviser, Children in Especially Difficult Circumstances	*Espert-Soro, Francisco	Venezuela	P-5
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Regional Auditor	Hasselbalch, Helene	Denmark	P-4
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QUITO, ECUADOR

UNICEF Representative	Cuentas-Zavala, Jose C.	Peru	P-5

BRASILIA, BRAZIL

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Communications Officer	Guimaraes, Antonio S.	Brazil	L-4
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SANTIAGO, CHILE

UNICEF Representative	De Osorio, Haydee J.	Venezuela	P-5
Assistant Project Officer	Binstock, Hanna H.	Venezuela	L-2

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New York, Senior Programme Officer	Kellock, Sally H.	United States	P-5
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New York, Senior Planning Officer	Sadka, Nancy L.	Australia	P-5
New York, Administrative Officer	Bellogini, Pierantonio	Italy	P-4
New York, Programme Officer	Hossaini, Hamid	Iran (Islamic Republic of)	P-4
New York, Public Affiars Officer	Miljeteig-Olssen, Per	Norway	P-3
New York, Personnel Officer	Sguera, Franco	United States	P-3

B. STAFF ON SECONDMENT/LOAN FROM OTHER ORGANIZATIONS

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New York, Senior Planning Officer	Van der Hoeven, Rolph E.	Netherlands	P-5
Copenhagen, Denmark	*Christensen, Hanne	Denmark	P-4

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Islamabad, Pakistan, Administrative and Personnel Officer	Hussein, Abdul, M.	Somalia	P-4
Cotonou, Benin, Administrative and Finance Officer	Bassene, Alouise	Senegal	L-3

C. STAFF ON SECONDMENT/LOAN TO OTHER ORGANIZATIONS

*Beyer, Martin G.	Sweden	D-1
Hassan, Nasra	Pakistan	P-5
Skoda, John D	United States	P-5
Conrad, Christof H.	Germany, Federal Republic of	P-4
*Hart, Moira M.	Canada	P-4
Morvan, Khin Khin Hla	Myanmar	P-4
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D. STAFF ON SPECIAL LEAVE OR STUDY LEAVE

König, Uffe W.	Denmark	D-2
Barry, Sheila M.	United States	P-5
Johnson, Goran H.	Sweden	P-5
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VI. GREETING CARD OPERATION

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Personnel Unit			
Personnel Officer	Persaud, Nowrang	Canada	P-4
Office of the Deputy Director			
Deputy Director	Spescha, Eduard	Switzerland	D-1
Special Projects Officer	Berlinghof, Barbara C.	United States	P-4
Planning and Co-ordination Officer	Dorset, Henrik	Denmark	P-3
Art Search Unit			
Chief	Andrews, Kathryne	United States	P-5
Finance and Administration Section			
Chief	Schenkelaars, Godefridus	Netherlands	P-5
Budget Unit			
Assistant Accountant	Carrascoso, Maride!	Philippines	P-2
Analytical Accounts Unit			
Assistant Accountant, Inventory Control	Wang-Chao, Yi Ruby	China	P-2

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	General Accounts Unit		
Senior Accountant	Wen, Sally Siang-K.	China	P-4
	Sales/Marketing Section		
Chief	Hackman, Victoria M. H.	United States	P-5
	Sales Development Unit		
National Sales Manager	Adams, Roger A.	United States	L-5
Sales Officer	Sorbo, Kare	Norway	P-4
Order and Distribution Officer	Searcy, Rita C.	United States	P-3
	Product Development Unit		
Special Product Officer	Katzive, Arlene M.	United States	L-3
Copy Researcher	Simmonds, Sonia	Jamaica	P-2
	Publicity and Promotion Unit		
Publicity and Promotions Officer	Currie, Patricia	Australia	P-3
Design Officer	Rainford, Joan M.	Jamaica	P-2
	Fund-raising Section		
Fund-raising Officer	*Pordes, Richard	Austria	P-4
Reports Officer	Claycomb, Paula M.	United States	L-3
Manager, UNICEF House Visitors Centre	Grace, Saundra F.	United States	L-3
Fund-raising Officer	Wood, David	United Kingdom	L-3
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Chief, Operations	Chopra, Prom	Canada	P-5
	Electronic Data Processing Section		
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Programmer Analyst	Beyene, Tsehai	Ethiopia	P-3
Programmer	Lakhanpal, Ajay K.	India	L-2

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Production Manager	Cleary, Michael J.	United States	P-3
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Quality Control Officer	Schaer, Emil	Switzerland	P-4
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Director, Special Events	*Bischoff, Suzanne	Netherlands	D-2
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	Office of the Director		
Director	Frykman, Torgny H A	Sweden	D-1
	Art Search Unit		
Art and Design Officer	Knofler, Monika J.	Austria	P-4
	Sales/Marketing Section		
Chief	Lauwers, Thomas F A	Belgium	P-5

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Bischoff, Suzanne	65	Lauwers, Thomas F. A.	65
Cahill, Brian J.	65	Le Hay, Guy J.	67
Campiche, Oliver	65	Lemay, Robert	66
Carini, Daniel	67	Lopato, Michel	66
Carrascoso, Maridel	63	Mian, Abdul J.	63
Chopra, Prom	64	Monforte, Alejandro E.	65
Christensen, Ejgil E.	63	Otten, Daniel	66
Claycomb, Paula M.	64	Persaud, Nowrang	63
Cleary, Michael J.	65	Pordes, Richard	64
Corbex-Cachat, Genevieve	67	Rainford, Joan H.	64
Couillerot, Christiane	66	Schaer, Emil	65
Courthial, Jean-Pierre	66	Schenkelaars, Godefridus	63
Currie, Patricia	64	Schwarz, Martin	67
Dawson, Peter G.	67	Schwieger, Norbert	67
Diaz-Sanchez, Clara I.	66	Searcy, Rita C.	64
Dorset, Henrik	63	Simmonds, Sonia	64
Duethorn, Guenter A.	67	Sohns, Karsten A. H.	67
Frykman, Torgny H. A.	65	Sorbo, Kare	64
Grace, Saundra F.	64	Spescha, Eduard	63
Gupta, Deepak	64	Tran Nguyen, Nhan	66
Hackman, Victoria M. H.	64	Wang-Chao, Yi Ruby	63
Helgeson, Frederick	65	Wen, Sally Siang-K.	64
Hollins, Barry	66	Whitworth, Penelope A.	66
Ith-Nguon, Torareth	66	Wood, David	64
Jombart, Didier P.	67		

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Annex

UNICEF NATIONALITY SUMMARY OF INTERNATIONAL PROFESSIONAL STAFF

Nationality	USG	ASG	D2 / L7	D1 / L6	P5 / L5	P4 / L4	P3 / L3	P2 / L2	P1 / L1	TOTAL Core	TOTAL Project
Afghanistan						1	1			1	1
Algeria					1		2			3	
Angola								1			1
Argentina						1	1	1		1	2
Australia			1	1	2	1	1	1	1	6	2
Austria						3				3	
Bahrain						1					1
Bangladesh			1		1	2	1	5	3	5	10
Belgium					5	2	6	2		7	8
Belize							1			1	
Benin				1		1		2		2	3
Bolivia						1		2		1	2
Brazil						1	1	2		1	3
Burkina Faso							1		1	1	1
Burundi								3			3
Cambodia							1			1	
Cameroon					1		1	1		1	2
Canada			1	2	7	4	5	2	9	7	16	23
Chile				1	1	3	4	3	3	2	1	8	11
China					1	2	1	1	1	1		5	3
Colombia					2	1	3	1	2		1	2	8
Congo					1			1				2	
Côte d'Ivoire								1		1		1	1
Cuba							1		1				2
Cyprus					1							1	
Democratic Yemen						1						1	
Denmark			2		1	7	3	5	3	1	1	2	16	9
Ecuador					1	1	1		2			2	3
Egypt				2		1	1	2				5	1
Ethiopia					1	1	4	1	3	2		8	5
Finland						1	1	1	3			2	5
France				2	3	4	12	12	6	21	3	7	1	27	44
Gambia					1							1	
German Democratic Republic							1		2				3
Germany, Federal Republic of			1	2	4	3	1	3	6	2	1	15	8
Ghana				1	4	1	1	1	3		1	7	5
Greece					1	2						3	
Guatemala					1				1		1	1	2
Guinea									2				2

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Annex (continued)

Nationality	USG	ASG	D2 / L7	D1 / L6	P5 / L5	P4 / L4	P3 / L3	P2 / L2	P1 / L1	TOTAL Core	TOTAL Project
Guyana			1		1	3	1	2	1	9	3
Haiti				1		1	1	1		4	2
India			1	2	4	6	6	12	1	20	14
Indonesia				1	1			2		4	4
Iran (Islamic Republic of)					2	1	1	2		6	3
Iraq				1	2					5	
Ireland					2	1	3	2	1	7	3
Italy		1		3	1	2	4	4	5	25	2	15	34
Jamaica					1	1	1	5	2	1	1	9	1
Japan			1	2			3	1	6	5	2	12	8
Jordan					2			1	1	1		3	2
Kenya						1	2	2	1	3	1	3	4	9
Lebanon			1	1	5		2			2		1	4	1
Liberia								1				1		2
Madagascar								1						1
Malaysia										2				2
Mali					1					1		1	1	3
Mauritania					1								1	
Mauritius						1	2	2	1			3	3	
Mexico					1		4					1	4	
Myanmar			1		1	2		3			1	5	3	
Nepal				1	2	1	3	5				4	6	
Netherlands			1	3	2	2	6	2	8		3	10	19	
New Zealand					1	2			1			3	1	
Niger							1	1	1			1	2	
Nigeria							1	1	2			1	3	
Norway		1			2	1	2	1	1	3		6	5	
Pakistan				5	5	1	3	1	1			14	2	
Panama							1		1			2		
Paraguay									1				1	
Peru					3	2	2	2		2	1	5	7	
Philippines				1	2	1	7	2	5	3	4	2	19	8
Poland												1		1
Portugal										3				3
Republic of Korea				2	1		1						4	
Rwanda										1				1
Senegal				1	2		4	1		3			7	4
Seychelles					1								1	1

Annex (continued)

Nationality	USG	ASG	D2 / L7	D1 / L6	P5 / L5	P4 / L4	P3 / L3	P2 / L2	P1 / L1	Total Core	Total Project
Sierra Leone					1					1	
Singapore						2	1	1		1	2
Somalia							1			1	1
Spain			1		2	2	1	1		3	1
Sri Lanka					2	4	1	2	1	4	7
Saint Kitts and Nevis				1					1	2	
Stateless						1				1	
Sudan					1	1		1		2	2
Swaziland						1				1	
Sweden			2	3	8	2	4	4	1	5		16	11
Switzerland				1	2		4	1	2	2	1	10	3
Syrian Arab Republic					1		1			1		2	1
Thailand							1	2	1			2	2
Togo					1					1		1	1
Trinidad and Tobago							3					3	
Turkey					1	1	1					2	1
United Republic of Tanzania				2	5	2						9	
Soviet Union					1		6	1	1			2	7
Uganda						3	1			1		2	1
United Kingdom		1	1	5	16	5	10	11	2	12	2	4		37	32
United States	1		3	1	8	1	28	8	16	24	18	18	2	4		76	56
Uruguay								1	1							1	1
Venezuela			1		2			1				1				3	2
Viet Nam					1											1	
Yugoslavia				1	1	1				2						2	3
Zaire				1	1		1			1						3	1
Zambia					1											1	
Total a/	1	1	20	2	58	5	155	44	155	145	112	225	20	57	8	9	532	487
Core staff in non-core funded posts			2		5		19		18		6		2				52	
Total GCO			2		2		8	1	11		17	5	10	4	1		51	10

a/ Includes GCO.